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SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS
(An Association of Junior Engineers Of BSNL)

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No. GS/SNATTA/ MobileReim/24-25

Dated: 09/05/2024

To
Dr. Kalyan Sagar Nippani Ji
Director (HR) ,BSNL
Bharat Sanchar Bhawan, Janpath,
New Delhi- 110001

SUB: Resentment over the Discriminative Standpoint for JEs and other Non-Executives on facilitating the Reimbursement facility for cost of Mobile Handset – Urging for Uniform Treatment for all Employees on basis of “ONE DEPARTMENT ONE POLICY”

Ref: - BSNL CO-ADMN/77/2/2024-ADMN dated 07.05.2024.

Respected Sir,

Referring to the above cited Letter endorsed by BSNLCO, We would like to delineate our utmost level of fulmination over the Biased decision taken by the BSNLCO in terms of providing facilities.

In accordance with the reference , BSNL Management has revised the Limits of Reimbursement for Mobile Handset by enhancing (Which is still below the market Costing) it exclusively for Executives from JTO to ED/CGM Grade and simply neglected the existence of Non-Executives in this company.

We must remind the Management that Junior Engineers are the most youngest Employee workforce who were recruited in recent times in hefty nos in this company with Minimum educational background of Diploma level but most of them are from Engineering Graduate and few are from Masters which is equivalent to entry level for Executive’s educational background.

It is unfortunate that BSNL Management has never acknowledged the efficiency of JEs in BSNL and so do for other Non-Executives which is evident from different HR Prospectives and it become well established when the said Letter is endorsed. But Management never backed down to impose unethical responsibilities to JEs and forcing them to perform the roles of Executives and for example by mentioning Provision to give JE SDCA in Charge in Restructuring order or by forcefully assigning the charge of BBMs or other various responsibilities which are beyond the jurisdiction of Non-Executive’s Responsibility.

We must bring on simple fact that Non-Executives don’t used to get any Mobile Handset Reimbursement (Except a Prepaid Sim) unlike Executives(who used to get Postpaid sim along with Mobile handset cost).In this current scenario, BSNL has brought online attendance system for all employees. Our point of concern is that with a SIM card facilitated

to Non-Executives ,How come a OTP will come without a simple Handset to mark an attendance. This is nothing but a failed think tank who are taking decision arbitrarily without considering the actual need of Employees.

Professional Life must not be mixed up with Personal Life, if Management really wants the JEs and Other Non-Executives to perform any task associated to BSNL from Marking attendance to various other objectives, then BSNL have to provide Mobile Handset Cost for all employees including Non-Executives

In support of our justified and lawful demand, We must jog someone's memory that How JEs are associated with field Works where a Smartphone is essential for them. Few Stances are below mentioned:

- **Many JEs are Posted in Transmission Unit where Transnet Fault Booking and Prajval FRT Tarcking used to done by them using Transnet and Prajval app in their own SmartPhones.**
- **Hefty Nos of JEs are posted in CFA unit and they are being unethically utilized by management to perform BBM task and therefore TEEVRA APP and FMS Utilisation become must for them .**
- **Many JEs are being utilized to make suitable entry in Oorja in admin section .**
- **JEs posted in CM vertical , have to used CNMC APP for fault monitoring and new DIA portal for new 4G sites .**
- **JEs are working in Marketing field, have essential use of Sanchar Adhaar APP for SIM Activation.**
- **Moreover the most essential thing is that Whatsapp is an APP where every information and instructions are conveyed nowadays by the Management and WHATSAPP will work only in SMARTPHONES.**

From the above mentioned illustration, We need Clarification from BSNL Management to figure out a single point where JEs don't need SmartPhones to perform task for the Department.

BSNL Management has always betrayed JE cadre in every nook and corner when it comes about HR Benefits Like Promotion or Reimbursing the Cost Mobile Handset or picturizing a respectable Pay Structure in ongoing 3rd PRC Wage Negotiation Proposal Meeting. Moreover a Demoralizing statement is being used for JEs by the Chairman of Wage Negotiation Committee during the last meeting.

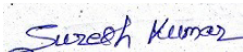
Keeping the above instances in to the record, SNATTA must brief you that JEs will quit every smartphone associated Digital Platform work of BSNL in upcoming Day if JEs are kept aside from Mobile Handset Reimbursement.

We believe that addressing these concerns will not only boost morale and motivation among the JEs but also contribute more Productive and Harmonious work environment within the Department.

Your sincere acknowledgement and necessary action in this regard is highly solicited.

Thanks and Regards

Yours sincerely



SURESH KUMAR
General Secretary

Copy to,

1. CMD ,BSNL , BSNL CO, New Delhi for kind information and n/a please.
2. Sr. GM(Admin) , BSNL CO, New Delhi for kind information and n/a please
3. John Varghese Ji, Acting GS,BSNLEU CHQ for kind Cooperation and n/a Please
4. Office Copy