



SNATTA –Aiming for a
better tomorrow

Website: www.snatta.in (Regd. No.- DRFS/152) email:snattachq@gmail.com

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

Regd. Office:1414 Sec-8 Faridabad Haryana-121006

General Secretary

Suresh Kumar

9432268144/8902064663

No. SNATTA/Wage/2025-26/04

Dated: 09/10/2025

To,
Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath New Delhi-110001

Subject: A Humble and Urgent Appeal for Personal Intervention to Redress Procedural Irregularities, Pay Disparities, and Injustice Affecting the Junior Engineer Cadre

Respected Sir,

With utmost respect and faith in your leadership, **SNATTA, on behalf of the entire Junior Engineer (JE) Cadre of Bharat Sanchar Nigam Limited**, humbly submits this appeal for your kind and decisive intervention.

Sir, the Junior Engineers of BSNL have always stood by the organization — serving with dedication, professionalism, and integrity even during its most testing times. Yet today, we find ourselves disheartened by a wage negotiation process that appears procedurally flawed and substantively unjust, leaving a vital segment of BSNL's technical workforce feeling neglected and demoralized.

1. Deep Procedural Irregularities and Breach of Trust in the Negotiation Process

We respectfully bring to your attention a series of events that have severely compromised the fairness of the ongoing wage negotiations. The legitimate representative of the JE cadre from **SNATTA**, who attended meetings up to **26.09.2025**, was **suddenly and arbitrarily removed** from the negotiation committee just before the final meeting scheduled on 08.10.2025 as communicated through letter no. BSNLEU/422(wage) dated-03.10.2025 and BSNL Corporate office order no. BSNL/38-1/SR/2016, dated- 06.10.2025. **without any consultation, consent, or prior intimation** to the SNATTA or the JE representatives. Furthermore, it is asserted that these removals were immediately followed by the inclusion of 'dummy' candidates whose sole objective was to hastily sign off on a sub-standard pay scale of ₹31,000, prioritizing a signature over what we felt was due justice.

This removal formalized through a letter dated October 03, 2025 and October 5, 2025, but neither published on the union website nor officially communicated — was followed by the inclusion of members perceived to be inclined toward approving a pre-decided and disadvantageous settlement.

This unfortunate sequence of actions has raised genuine apprehensions of bias and exclusion. It has eroded the faith of thousands of field engineers who expected transparency,

inclusion, and fairness in a process that directly determines their livelihood and dignity.

2. An Unjust and Illogical Multiplication Factor

The decision to apply a **multiplication factor of 2.2** for the JE (Group 'C') cadre, while granting a **higher factor of 2.45** to Group 'D' staff, defies both logic and organizational hierarchy. Sir, this inversion is not merely mathematical — it undermines the very principle of pay progression and the dignity attached to technically skilled roles. As qualified diploma and degree engineers responsible for maintaining BSNL's networks, exchanges, FTTH, OFC, and mobile infrastructure, it is only fair that our pay structure reflect the expertise and responsibility we shoulder daily.

We humbly request your intervention to ensure that the multiplication factor for the JE cadre is **revised upward to a fair and just level**, in alignment with the recognized hierarchy and contribution of the cadre.

3. Widening and Unjustified Pay Gap Between JEs and JTOs

Before the PRC, the difference between the **NE-9 (JE)** and **E-1 (JTO)** pay scales was only **₹2,800** (₹13,600 vs. ₹16,400). However, the proposed post-PRC structure places the JE basic Pay Scale at **₹31,000** and the JTO at **₹40,000**; widening the gap to a disproportionate **₹9,000** — more than triple the earlier difference.

Adding to this, **the 3rd PRC has not even clearly reflected the revised JE basic pay**, creating ambiguity and a sense of neglect toward this cadre. Such disparity is inconsistent with BSNL's work culture, where both cadres JTOs and JEs often perform overlapping technical functions under identical conditions.

We therefore humbly reiterate that the **Minimum justified entry pay of JE should be ₹35,700**, aligning BSNL with other PSUs and restoring parity, motivation, and dignity to the cadre.

4. BSNL's Own Recognition of JE Cadre's Vital Role

Sir, your own office and official BSNL communications have time and again acknowledged the JE cadre's indispensability:

- **Letter No. BSNLCO-A/16(12)/1/2025-ESTAB, dated 12.08.2025:** Recognizes JTOs and JEs as the *"core technical manpower of BSNL."*
- **Letter No. BSNLCO-BBIN/13(20)/3/2020-NWO-BB-IN-BSNL-CO, dated 27.11.2024:** Mandates that *"at least 10% of available SDEs, JTOs, and JEs be assigned exclusively to FTTH operations."*
- **Committee Letter No. BSNLCO-ADMN/77/2/2024-ADMN, dated 08.11.2024:** States that *"in the field, technical responsibilities are primarily managed by JTOs and JEs."*

Despite such recognition, the current proposal treats this very cadre inequitably, offering a pay structure lower than that of some non-technical categories. This contradiction deeply pains the entire JE community, who continue to deliver their best with limited resources.

5. Our Humble Appeal — and a Crucial Turning Point

Respected Sir, through this letter, SNATTA places before you not a demand born of discontent, but a plea for fairness and respect. We firmly believe that your sense of justice and empathy will ensure that the JE cadre the hands and heart of BSNL's operations is not left behind.

We therefore **humbly and earnestly request** your kind personal intervention to:

Investigate and rectify the procedural irregularities that deprived the JE cadre of genuine

representation in wage negotiations.

- **Revise the multiplication factor** fairly in accordance with the cadre's technical role and contribution.
- **Approve a minimum basic pay Scale of ₹35,700** for the JE (NE-9) cadre, ensuring equity and industry alignment.

Peaceful Non-Cooperation in Gandhian Spirit

Sir, if this issue remains unresolved, **SNATTA may be left with no option but to resort to a peaceful and Gandhian form of non-cooperation movement.** Any such action will be entirely **non-violent, disciplined, and guided by truth and fairness**, aimed solely at drawing attention to the legitimate pain and injustice faced by the Junior Engineer community.

Sir, the morale of thousands of engineers hinges upon your timely and compassionate action. We wish to continue contributing whole heartedly to BSNL's revival however, if our cadre continues to be denied fair treatment and rightful recognition, **it will become increasingly difficult to maintain cooperation at the same level.**

It feels like a betrayal and demotion to the JEs after 2nd PRC and this time after 9 years of continuous wait, as well as a demotion in pay parity despite promotion. Even after several representations to the management, there has been no consideration for a standard entry pay.

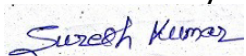
With utmost humility and deep respect, SNATTA representing the Junior Engineers (JEs) of Bharat Sanchar Nigam Limited (BSNL), earnestly seeks your kind intervention to ensure justice, fairness, and due consideration for our future and career progression within the organization.

We remain committed to the growth and success of BSNL and respectfully request that our genuine concerns regarding career advancement, pay parity, and promotional opportunities be addressed with compassion and urgency.

We remain hopeful that your wisdom and fairness will restore the confidence of this cadre and reaffirm our belief that BSNL stands by its own workforce in both words and action.

With Highest Regards

Yours Sincerely



SURESH KUMAR

General Secretary

Copy to,

1. Director (HR), BSNL CO, Bharat Snachar Bhawan ,Janpath New Delhi
2. CGM(EW) Chairman, Wage Revision Committee, BSNL for kind information and consideration please
3. Secretary(Telecom),DoT, GOI , Sanchar Bhawan, New Delhi,for kind information and n/a please
4. PGM (Estt.),BSNL CO, New Delhi for kind information and n/a please
5. PGM(SR),BSNL CO, New Delhi for kind information and n/a please
6. Sr.GM(CBB),BSNL CO, New Delhi for kind information and n/a please
7. Sr.GM & CLO(SCT), CO New Delhi for kind information and n/a please
8. Shri Animesh Mitra , GS/BSNLEU for kind Cooperation and n/a Please
9. Shri Chandeswar Singh, GS/NFTE(BSNL) for Kind Cooperation and n/a Please
10. GSs of all Unions and Associations for Kind cooperation please
11. Office Copy