

SNATTA Official Statement

Response to BSNLEU's Misleading Claims and Injustice on NE-9 Pay Scale

Date: 14 October 2025

Issued by: SNATTA (Sanchar Nigam Association of Telecom Technical Assistants)

❑ 1 Why This Response Is Necessary

In its circular dated **13.10.2025 (Letter No. GSEU-1310)**, BSNLEU distorted facts and falsely portrayed the **Wage Agreement (08.10.2025)** as a “historic achievement.”

The truth, however, is entirely different —

- **Junior Engineer (JE) representatives were removed** from the final Wage Negotiation Committee meeting just two days before it (on 06.10.2025).
- The **NE-9 pay scale was arbitrarily fixed at ₹31,000–₹63,000**, which is **contrary to the principles of equality and the 3rd PRC standards**.

BSNLEU attempted to hide its failure by spreading falsehoods and blaming SNATTA and JE representatives.

🔥 2 BSNLEU's Claims vs. Real Facts

BSNLEU's Claim	Truth / Reality
“BSNLEU achieved wage revision in a loss-making PSU — a great success.”	If wage revision means surrendering to lower pay , it's not success but submission . Many other PSUs refused such compromise despite losses.
“DoT didn't allow scale enhancement.”	False. The issue of JE parity was raised repeatedly in WNC meetings (2022–2024). Nowhere did DoT prohibit upgrading JE scales.
“SNATTA accused BSNLEU wrongly; BSNLEU fought for JEs.”	If BSNLEU truly fought, why were JE representatives removed and the ₹35,700 proposal suppressed ?
“BSNLEU earlier improved JE scale.”	Untrue. Even after the 2nd PRC (2007), new JEs were denied the 78.2% fitment benefit , and BSNLEU failed to correct it.

📊 3 SNATTA's NE-9 Pay Scale Calculation (Numerical Proof)

Parameter	Formula / Value	Result (₹)
2nd PRC Basic Pay	13,600	13,600

Parameter	Formula / Value	Result (₹)
Multiplication Factor	2.62	—
Minimum = $13,600 \times 2.62$	—	₹35,632 → ₹35,700
Annual Increment (3% × 39 Stages)**	$(1.03)^{39} = 3.167$	—
Maximum = $35,632 \times 3.167$	—	₹1,12,846 → ₹1,12,900
SNATTA Demand (NE-9)	—	₹35,700 – ₹1,12,900 (Equivalent to Level-6)
BSNLEU-Signed Scale	—	₹31,000 – ₹63,000
Monthly Difference	—	₹4,700 (₹56,000 per year per JE)

🔊 4 How BSNLEU Betrayed the JE Community

- On **06.10.2025**, JE representatives were **removed** so that no opposition voice could be heard in the final meeting.
- The agreement was **rushed before BSNLEU's recognition expired on 16.10.2025**.
- Propaganda leaflets were circulated to **shift blame** on SNATTA.
- Double standards:** In 2022, BSNLEU itself supported the **₹37,500 scale**, but in 2025 termed the same demand “unrealistic.”

💰 5 Actual Financial Loss

Each JE will lose **₹4,700 per month** — i.e., **₹56,400 annually**, which will also affect **DA, HRA, and EPF** components in the long term.

❑ 6 SNATTA's Clear Stand

- The **unjust NE-9 scale (₹31,000–₹63,000)** will **not be accepted**.
- The **WNC meeting must be reopened**, and **JE representation restored**.
- The **standard NE-9 pay scale ₹35,700–₹1,12,900**, as per 3rd PRC and Govt. Level-6, must be approved.
- All **meeting minutes and multiplication factor (MF)** details must be made **public**.
- An **inquiry must be conducted** into how JE voices were suppressed at the final stage.

❑ 7 Message to All JEs

“This fight is not against BSNL — it is for justice *within* BSNL.”

SNATTA appeals to all Junior Engineers to remain **united, focused on facts, and committed to truth**.

Together, through **transparency, unity, and persistence**, we will restore dignity and rightful parity.

SNATTA will take this issue to **CMD BSNL, DoT, and the Ministry of Communications** and will continue this fight through **legal, administrative, and democratic means** until justice is achieved.

Issued by:
Suresh Kumar
General Secretary, SNATTA
Date: 14 October 2025