



SNATTA CALCUTTA TELEPHONES DISTRICT

(A WING OF SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS)

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Dear Dharmendra Verma ji,

General Secretary

SNATTA

Sub: Repercussion of Wage Revision of TTA recruited after 01.01.2007 From CTD, BSNL

Re: Guideline/Steps to be taken regarding unequal and prejudice Treatment to TTA recruited after 2007

First of all I, on behalf of all the TTAs recruited on and after 01.01.2007 would like to thank to our beloved All India General Secretary for sending much awaited mail (seeking suggestion) after the demoralizing meeting held on 04.12.2009. We think that the pay structure is the first shell thrown by the poor management and some recognized union of BSNL to the coffin of Direct Recruited TTAs recruited after 01.01.2007 that will bring a cumulative affect throughout the service period.

The news of pay revision settlement of Non Executives especially to TTAs recruited after 01.01.2007 has came to us like as a bolt from the blue where all of the us waiting much eagerly for a healthy pay hike, hence it is needless to mention that the young, energetic newly recruited TTAs of Calcutta Telephones and other TTAs recruited after 01.01.2007 nation wide are greatly shocked by observing the ridicules pattern of pay structure. This is a great demoralizing, dissatisfied and disagreed pay structure for the TTA recruited after 01.01.2007. Moreover it is framed for giving the advantage to other cadre except the TTAs recruited after 01.01.2007. It is very much well-known that TTA cadre is the feeder cadre to JTO and a much important cadre in the present financial condition of BSNL, where management starts thinking to regain their previous glory by forming some dynamic projects like **UDDAN**, **VIJAY** for spreading the Broadband service, 3G service etc more rapidly thereby making it a profitable PSU in each circle.

Now to meet up the present crisis of pay revision we should follow the following stand:

- (1) All member of our association must ensure that all of us will stand united against any sort of difficulties and provide a nail-biting fight against all odds and dirty politics of **DIVIDE AND RULE** policy by the management side & some recognized union giving different formula of fixation for the same cadre (recruited before & after 01.01.2007).
- (2) We must convince to the BSNL management & CMD, the importance of a TTAs recruited after 01.01.2007 cadre regarding day-to-day activity for smooth running of BSNL so that the management force to ponder over the better pay hike to TTAs recruited after 01.01.2007.

We should stick to our previous points
(Mentioned on 23.11.2009 in the site)

- (a) Demand for E1 pay scale for TTAs should have made based on the recommendations of VIth CPC for Central Govt Employees. The demand is fully justified, **as the IDA scales in BSNL are rarely the conversion from CDA Scales proposed by the VIth CPC.**
- (b) According to the page 186 of VIth CPC report, that all posts in the sub-ordinate engineering cadre carrying minimum qualification of diploma in engineering for direct recruitment and having an element of direct recruitment should be placed in the running Pay Band-2 of Rs 8700-34800 (which again modified to 9300-34800) along with grade pay Rs 4200 corresponding to the pre-revised pay scales. **To follow this we must take initiative to implement either pay band & grade pay system or use the multiplication factor in proportionate to VIth CPC recommended as follows:**

Category	Pay Scale	Pay band	Corresponding Pay band	Grade Pay
S-9	5000-100-8000	PB-2	8700-34800	4200
S-10	5500-175-9000	PB-2	8700-34800	4200
S-11	6500-200-9600	PB-2	8700-34800	4200
S-12	6500-200-10500	PB-2	8700-34800	4200

After VIth CPC a diploma engineer gets a starting basic of Rs 9300/- (as Central Government goes beyond VIth CPC of Rs 8700/-). **Hence a multiplication factor 2.7 is used.** (i.e 9300+4200=13500/5000 = 2.7 times) Therefore we must keep in mind that multiplication factor before accepting the Pay scale of TTA Cadre. (2.7 times)

- (c) We should take initiative to give a petition to our Hon'ble Telecom Minister, Hon'ble President of India, Hon'ble Prime Minister as we did in case of sending letter to the Chief Labour Commissioner of India.
- (d) We should take up the matter with Hon'ble MP Mr Rahul Gandhi by personal visit as he is always fighting against any injustice, which is harmful to future growth of our country.
- (e) The injustice must be brought under the notice of conscious people of our country by mass media, by print media and by electronic media widely **mentioning all the previous injustice done by the management to our senior members also.**
- (f) We should have monitor the other PSUs Pay structure. For this, we are even ready to wait for some more weeks for our better pay scale and we must bring to the notice of the leaders of other association for Diploma Engineers of other PSUs (Like Power Grid Corporation, SAIL, ONGC and BHEL) and take suggestions from them also.

We are requesting to our beloved General Secretary to kindly remind Mr V.A. Namboodri, General Secretary, BSNLEU about the agreement signed before 4th membership verification where he promised that “In Wage Revision TTAs must get one of the highest pay scales in non executives as per the recommendation of VIth CPC” and kindly checkup under what circumstances he has deviated from his commitment. If possible kindly convey the message to Mr V.A. Namboodri, General Secretary, BSNLEU that days are not far off (hopefully another 5-6 years) where the direct recruited cadre will be the backbone of BSNL and their futures are being overlooked by the management and head of recognized union.

In the history of Wage Negotiation to any PSUs in India, I hope this is the first time where the **Pay gets reduced instead of hike**. Here is a ridicules table which really collapse the morale of TTAs recruited after 01.01.2007:

COMPARISON OF WAGE REVISION: TTA RECRUITED AFTER 01.01.2007			
Structure	Present	Revised	Remarks
Basic	7100	13560	Multiplication factor = 1.91 times
DP	3550	N/A	N/A
DA	6560.4	3430.6	Present DA rate 25.3%
Total	17210.4	16990.6	PAY IS REDUCED BY Rs 219.4

Lastly, we the TTAs of CTD believe “Together we stand & divide we fall”. Our stand/ support to SNATTA chq will be there always for any kind of favourable move. Kindly upload this matter in www.snatta.org site with a heading “ Repercussion of TTA joined after 01.01.2007 from Calcutta Telephones regarding Wage Revision”.

With Regards,



Santosh Anand

14th dec 2009

CIRCLE SECRETARY, SNATTA CTD