



SNATTA CALCUTTA TELEPHONES DISTRICT

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

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Date: 23rd JAN 2010

To

Mr VAN Namboodiri ji

GS BSNLEU, BSNL

Sir,

Reference: Prejudice treatment given on wage revision signed on 15/01/2010 to the direct recruited TTA joined on or after 01.01.2007 in Bharat Sanchar Nigam Limited (BSNL)

Sub: An appeal from all the direct TTAs recruited on or after 2007 nationwide/CTD to take positive steps to remove the discrepancy of salary in the recently signed agreement on 15.01.2010

You are well aware of the fact that the recently signed agreement between management side and staff side has made an indelible loss to the DR TTA recruited on or after 01.01.2007 as per as financial benefit is concern, if it is not rectified before final approval of CMD, BSNL.

It is needless to mention that we, the direct TTAs recruited after 01.01.2007, are greatly shocked by seeing the pay structure in this agreement. It is great demoralizing, dissatisfied pay structure. Moreover the pay structure has been framed neglecting the young, dynamic and energetic youths joined on or after 01.01.2007, which will definitely affect the work culture in BSNL in the present financial crisis of revenue earning.

This agreement has made discrimination by totally disregarding the 6th CPC recommendation and educational qualification of the TTA cadre. It is to be mention that the BSNL management accepted the recommendation of 5th CPC for the executive after formation of BSNL, A PSU structure and the JTO holding the bachelor of engineering degree was given a pay scale of Rs 9850-250-14600 (IDA against the pay scale of Rs 6500-200-10500 (CDA). The TTA Cadre possessing a minimum of diploma in engineering was discriminated and was given a pay scale of Rs 7100-200-10100 (IDA) against the pay scale of Rs 5000-150-8000 (CDA). The pay scale should have been 7800-225-11175 as is being given to the TTA cadre in MTNL. This discrimination has now further increased by totally disregarding the recommendation of the 6th CPC which has stated clearly for diploma level post on Page 186 point no 3.4.7 that all post in subordinate engineering cadre carrying minimum qualification of diploma in engineering for direct recruitment should be place in the running pay band PB-2 of Rs 9300-34800(as central government goes beyond of recommendation of 8700-34800) along with grade pay of Rs 4200 corresponding to pre revised scales of Rs 5000-150-8000, 5500-175-9000 and 6500-200-10500. Hence it is quite crystal clear that these scales got merged with Rs 9300-34800 with grade pay Rs 4200. Simultaneously all posts in subordinate engineering cadre carrying minimum qualification of a degree in engineering should be placed in the running same pay band PB-2 of Rs 9300-34800 with grade pay Rs 4600. So difference between grade pay scale of diploma and degree engineer in central government is of Rs 400 Only (Only difference is grade pay of Rs 4600-4200). But here in BSNL, in pre revised scale the difference of the basic pay of the two cadre (diploma and degree engineer) was Rs 9850-7100=Rs 2750 after revised pay it will be 18850-13600=Rs 5250. Hence it is quite clear that this agreement has let the TTAs down by increasing the difference of basic pay of Rs 5250 whereas after 6th CPC difference comes down by only Rs 400.

Now if the management rigidly follows the agreement made on 15.01.2010, the salary of Direct Recruited TTAs joined on or after 01.01.2007 is gradually decreasing after Oct 2009. A comparative study with this representation speaks for itself.

Month	Pre Revised					Post Revised					Remarks
	Basic	DP	Basic + DP	DA	Total	Basic	DA	Total	Difference		
Nov-08	7100	3550	10650	4323.9(40.6)	14973.9	13600	1754.4(12.9)	15354.4	380.5	Difference Gradually decreased	
Dec-08	7100	3550	10650	4323.9(40.6)	14973.9	13600	1754.4(12.9)	15354.4	380.5		
Jan-09	7100	3550	10650	4984.2(46.8)	15634.2	13600	2257.6(16.6)	15857.6	223.4		
Feb-09	7100	3550	10650	4984.2(46.8)	15634.2	13600	2257.6(16.6)	15857.6	223.4		
Mar-09	7100	3550	10650	4984.2(46.8)	15634.2	13600	2257.6(16.6)	15857.6	223.4		
Apr-09	7100	3550	10650	5037.45(47.3)	15687.45	13600	2298.4(16.9)	15898.4	210.95		
May-09	7100	3550	10650	5037.45(47.3)	15687.45	13600	2298.4(16.9)	15898.4	210.95		
Jun-09	7100	3550	10650	5037.45(47.3)	15687.45	13600	2298.4(16.9)	15898.4	210.95		
Jul-09	7100	3550	10650	5325(50)	15975	13600	2516(18.5)	16116	141		
Aug-09	7100	3550	10650	5325(50)	15975	13600	2516(18.5)	16116	141		
Sep-09	7100	3550	10650	5325(50)	15975	13600	2516(18.5)	16116	141		
Oct-09	7100	3550	10650	6560.4(61.6)	17210.4	13600	3440.8(25.3)	17040.8	(-169.6)	Loss	
Nov-09	7300	3650	10950	6745.2(61.6)	17695.2	14010	3544.53(25.3)	17554.53	(-140.67)		
Dec-09	7300	3650	10950	6745.2(61.6)	17695.2	14010	3544.53(25.3)	17554.53	(-140.67)		

After thorough study of the agreement the following anomalies are found.

- (1) Here in the agreement (3.4.1 and 3.4.2 it is seen that the different fixation formula for same cadre is utilized) (before and after 01.01.2007) violating Article 14 of the Indian constitution.
- (2) It is very surprising to see the increase of only the upper limit of the scale to senior employees who are on NE-9 scale to avoid stagnation i.e upper limit has been increased from 13600-23200(which was proposed earlier) to 13600-25420 without any change in lower limit knowing of the fact that it will be harmful to Direct Recruited TTAs joined after 01.01.2007.
- (3) Pay structure has been formed keeping in view of on the basis of multiplication factor (1.91) only, not by keeping a close look at the difference of the corresponding two scales before pay revision. Here almost the same multiplication factor (1.91) is used for scale from NE-1 to NE-11 without considering the qualification, importance and nature of work and responsibilities of the different cadre where as in the 6th CPC different multiplication factors for different cadre is used.
- (4) In most of the cases the salary of a lower cadre after pay revision supercedes the salary of the higher cadre while it is less before pay revision, which is violating the Article 14 of the Indian constitution.

- (5) If the cause 3.4.2 of the wage agreement is followed then pay protection/personnel pay is applicable only to those who have joined BSNL on or after Oct 2009, because salary has been reduced after Oct 2009 (refer to above table). However if these personnel pay is given for all the DR TTA recruited after 01.01.2007, then it will be a cruel joke to DR TTAs recruited after 01.01.2007 in the name of pay revision where all the employees are benefited except DR TTAs recruited after 01.01.2007.
- (6) From this agreement it is needless to mention that pay scale up gradation clause 7.4 of page 8 can help the DR TTAs recruited after 01.01.2007 for pay hike.

Considering the above discrepancy of the agreement of wage revision the following proposal from the DR TTAs recruited after 01.01.2007 are made for some sort relief measure regarding pay hike.

1. Merger of NE-9,NE-10 and NE-11 scale based on 6th CPC, which was already proposed, by Com VAN Namboodiri, GS, All India BSNLEU in wage committee meeting held on 18.12.2009.
2. Provide 5 increment at the rate of 3% with 13600 to fix the basic pay of DR TTAs recruited after 01.01.2007 as it was done previously by the management in 2002 to upgrade E1 scale Rs 8600-250-14600 to E1A scale of Rs 9850-250-14600 (8600+5*250)
3. 30 % fitment benefit to be provided to the TTAs recruited after 01.01.2007 as it is proposed to employees recruited before 01.01.2007.
- 4.

Looking at the above fact and figures we request your kind self to please intervene in the wage committee and ensure any of the above proposal for fixing up the initial basic pay as on 01.01.2007

We want to conclude that the direct TTAs of Calcutta Telephones will extend full support with for any positive movement for our better pay scale/salary.

Lastly we should not forget the words *"No nation can develop without improvement of a 10 % of its backward people, likewise No organisation can achieve its goal by lacking of motivation from 10 % young, energetic, industrious employees"*

Yours truly,



SANTOSH ANAND

CIRCLE SECRETARY SNATTA CTD, BSNL