



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/422 (WAGE)**

**31.12.2021**

To,

**Shri P.K. Purwar,**  
**CMD BSNL,**  
**Bharat Sanchar Bhawan,**  
**H.C. Mathur Lane,**  
**Janpath, New Delhi – 110 001**

Sir,

Sub: - **Upgradation of the pay scales of the cadres of Junior Engineer, Sr.TOA and Telecom Technician – reg.**

We wish to bring the following to your kind notice for favour of necessary action.

As per the agreement reached in the meeting held on 27.10.2021, between the CMD BSNL and the AUAB, the Wage Negotiating Committee of the Non-Executives has been reconstituted and Wage Negotiations have resumed. Under this circumstance, we would like to inform you that, the pay scales of certain cadres of the Non-Executives need to be upgraded.

The Central Executive Committee meeting of BSNLEU, held online on 22.12.2021, discussed this issue in depth. After thorough deliberations, the Central Executive Committee meeting has unanimously resolved to raise the demand for the upgradation of the pay scales of the Junior Engineer, Sr.TOA and Telecom Technician cadres.

It is an undeniable fact that, technology is changing rapidly in the telecommunications sector. Especially, huge technological changes have taken place in the past one decade alone. Consequent to this, the job content of the Non-Executives also have undergone a sea-change.

The one cadre which is completely handling these upgraded technologies, is the Junior Engineer. This cadre is manning all the vital equipments and installations in BSNL. This is the reason why the designation of the TTA (Telecom Technician Assistant) has also been changed as Junior Engineer.

Even though, the entry level qualification of the JE cadre is 3 year diploma, it is an undeniable fact that, 99% of the Directly Recruited JEs working in BSNL are Engineering Graduates. The highly qualified Junior Engineers are immensely helpful to BSNL in manning the high-tech areas.

It is needless to state that, the Junior Engineers working in BSNL are a frustrated lot today. This is because the pay scale that they are getting does not match with their high qualification and highly technical jobs that they are performing. In view of this, naturally the Junior Engineers aspire for an upgraded pay scale.

The Central Executive Committee meeting of BSNLEU has unanimously decided that, the pay scale of the Junior Engineer cadre should be upgraded from NE 9 to NE 10. The Joint Wage Negotiating Committee for the Non-Executives has already unanimously finalised the new pay scales for the Non-Executives. In the proposed new pay scales, the NE 9 pay scale is 33200-86300 and the NE 10 pay scale is 36400-94500.

***The Central Executive Committee meeting of BSNLEU has unanimously decided to demand 36400-94500 as the new pay scale for the cadre of Junior Engineer.***

Similarly, the technologies being handled by the Sr.TOA cadre and the Telecom Technician cadre have also undergone a vast change. Undoubtedly, these cadres are also work in high-tech areas. This has warranted upgraded pay scales for the cadres of Sr.TOA and the Telecom Technician also. Hence, the Central Executive Committee meeting of BSNLEU has unanimously resolved that, the pay scale of the Sr.TOA cadre should be upgraded from NE 7 to NE 8 pay scale, i.e., 30600-79600 (proposed new pay scale) and that the pay scale of the Telecom Technician cadre should be upgraded from NE 6 to NE 7 pay scale, i.e., 26600-69300 (proposed new pay scale).

The Central Executive Committee meeting of BSNLEU has resolved to request the Management to consider the above stated demands for the upgradation of the pay scales of Junior Engineer, Sr.TOA and Telecom Technician at the earliest.

Thanking you,

*Yours sincerely,*



**[P. Abhimanyu]**  
**General Secretary**

- Copy to:-
- 1) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
  - 2) Shri R.K.Goyal, PGM(Pers & Chairman Joint Wage Negotiating Committee), BSNL CO., Janpath, New Delhi – 110 001
  - 3) Shri Saurabh Tyagi, Sr.GM (Estt. & Member Wage Negotiating Committee), BSNL CO., Janpath, New Delhi – 110 001
  - 4) Shri P.C. Bhat, Sr.GM(CBB & Member Wage Negotiating Committee), BSNL CO., Janpath, New Delhi – 110 001
  - 5) Ms. Anita Johri, Sr.GM(SR & Member Wage Negotiating Committee), BSNL CO., Janpath, New Delhi – 110 001
  - 6) Shri A.K. Sinha, DGM & Member Wage Negotiating Committee, BSNL CO., Janpath, New Delhi – 110 001