

## ***JE pay scale revision – some facts.***

BSNLEU is being criticised by SNATTA, for signing the Wage Revision Agreement without modifying the JE pay scale. Nobody can deny the fact that, from November, 2022 onwards, BSNLEU has organised many strikes to improve the pay scales, including the JE pay scale. ***But, the bitter fact is that, the Management was adamant and did not agree to modify any pay scale.***

Since the Recognition of BSNLEU and NFTE is expiring on 16.10.2025, there was compulsion to sign the Wage Revision Agreement in the meeting held on 08.10.2025. This is because, around 15,000 Non-Executives are suffering from pay loss due to stagnation. But, SNATTA members said that, Wage Revision Agreement should not be signed, without modifying the JE pay scale. Hence, BSNLEU was compelled to replace the two SNATTA members in the Wage Revision Committee.

***BSNLEU nominated two SNATTA leaders to the Wage Revision Committee in November, 2022. From then onwards, what the SNATTA leaders have done to improve the JE pay scale. For 3 years they were not able to do anything. To hide their failure, SNATTA leaders accuse that BSNLEU did not modify JE pay scale.***

Grade	Existing(Rs)	Revised(Rs)	Grade	Existing(Rs)	Revised(Rs)
E0	12600-32500	30000-120000	Director(Sch-D)	43200-66000	100000-260000
E1	16400-40500	40000-140000	CMD(D)	51300-73000	120000-280000
E2	20600-46500	50000-160000	Director(Sch-C)	51300-73000	120000-280000
E3	24900-50500	60000-180000	CMD(C)	65000-75000	160000-290000
E4	29100-54500	70000-200000	Director(Sch-B)	65000-75000	160000-290000
E5	32900-58000	80000-220000	CMD(B)	75000-90000	180000-320000
E6	36600-62000	90000-240000	Director(Sch-A)	75000-100000	180000-340000
E7	43200-66000	100000-260000	CMD(A)	80000-125000	200000-370000
E8	51300-73000	120000-280000			
E9	62000-80000	150000-300000			

Now, SNATTA leaders are spreading blatant lies to malign BSNLEU. For example, they have circulated the above mentioned table of Executive pay scales. They are asking, when BSNL Management has given such high pay scales for the Executives, why only short pay scales are given to the Non-Executives? ***This is complete cheating by SNATTA leaders. The above Executive pay scales are not recommended by the BSNL Management. These pay scales are recommended by the 3<sup>rd</sup> Pay Revision Committee (3<sup>rd</sup> PRC) for the Executives working in the entire Public Sector Companies (PSUs) in the country, that too, only for the Executives working in the profit making PSUs.*** However, SNATTA leaders are cheating the JEs by saying that, BSNL Management has given such long pay scales for the Executives, whereas, they have given only short pay scales for the Non-Executives.

SNATTA leaders are demanding 35,700 pay scale for the JEs. We do not know from where this 35,700 pay scale has come. The DoT has implemented 35,400 – 1,12,400 pay scale for JEs. But, according to the DoT RR, the JE is an Executive cadre. Further, minimum qualification is Engineering Degree. But, in BSNL, JE is a Non-Executive cadre and the minimum qualification is 3 year diploma. BSNLEU has already demanded that 35,400 – 1,12,400 pay scale should be implemented for the JE cadre in BSNL. But, the Wage Revision Committee has no power to implement this. It can be implemented only by the BSNL Management, for which the Recruitment Rules of JE cadre has to be amended. It will take more time, but BSNLEU will definitely achieve it. However, SNATTA leaders are misguiding the JEs by saying that 35,700 pay scale should be implemented in this Wage Revision itself?

Finally, SNATTA has given call to the JEs to withdraw membership from BSNLEU. We are compelled to say that, so far, SNATTA leaders have never met the CMD BSNL or the Director (HR) on their own. Only BSNLEU or NFTE has taken them to the CMD BSNL or to the Director (HR). So far, the SNATTA leaders have not participated in any strike. Only JEs who are members of BSNLEU have participated in strikes. When these being the facts, how the SNATTA leaders will fight against the Management to settle the demands of the JE cadre? Kindly think over.

**- Animesh Mitra,  
GS, BSNLEU**