



*SNATTA-Aiming for a better tomorrow*

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**SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS**

(An Association of All India BSNL-TTAs)

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**Ref.No. CHQ/SNATTA/TTA**

**DATED: 06.09.2010**

To  
Shri D.P. De  
Senior General Manager (Establishment)  
BSNL  
Bharat Sanchar Bhavan  
New Delhi -1

Subject: Duties and Responsibilities of the TTA cadre, regarding.

Dear Sir

Arbitrary and out of the context orders are being issued by the Telecom Circles and District administrations ordering TTAs specifically DRTTAs to do almost every technical work available in the station of their posting. BSNL Corporate office has prepared a very specific and clear guidelines related to the duties and responsibilities of each and every cadre and thus these orders are autocratic and have malafied intensions of harassing the Direct Recruited TTAs in general. BSNL management has even proposed new staffing norms for each cadre.

The orders issued specifically for the Direct Recruited TTA's confirms their technical expertise in handling the current Telecom Technologies which is otherwise lacking in technical cadres other. Otherwise these orders would have been holistic and have covered them also. The DRTTA would have accepted the additional responsibilities if their hard work and talent was recognised explicitly and without any prejudice.

I am herewith attaching the orders issued by Calcutta Telephone District, West Bengal Circle wherein all the TTA's are asked to perform the duties in all the Internal/External/Transmission/Broadband and other systems in their station of posting. Why JTO's and SDE's have been excluded from these orders is a mystery? At the time when BSNL management is preparing verticals in the organisation and specific roles are being assigned to the executives then why TTA's being singled out and given all the work loads thinking them as an all rounder. This is nothing but the exploitation of the TTA cadre in the guise of technical expertise.

The SSA's in Gujarat Circle has also issued orders to post DRTTA's as TTA (Cable) with 2/3 (RM/TM) under him and to do the Construction/Maintenance/Splicing/Cable Joint/AT/ Route diagram and even file FIR in case of theft of cable. **These DRTTA's have been asked to report directly to Divisional Engineers (DE).** You would appreciate and understand that the history of cable maintenance in BSNL has been marred with several controversies and till date we have no proper records of cables in BSNL. It would be unreal to expect from a DRTTA who has no supervisory and executive powers to wield on his cable team to set things right. The present scenario where DRTTA has proved his mettle by working day in and day out for BSNL with no remuneration at all has left him demotivated and demoralised to take any further added responsibility. It is ironical to figure out DRTTA for gainful utilisation. DRTTA, I suppose is the only cadre who is being utilised gainfully in the present context of BSNL.

The Broadband Installation/ Maintenance are also being carried out by DRTTA's at most of the places and they are using their own vehicle for the conveyance. The actual cost of the petrol and other essential needs are far more than what is being given as conveyance allowance to them.

Several other Circles are adopting such unethical practice of deputing DRTTAs with extra work without following any proper ruling. This is only adding to the demotivation and frustration amongst the DRTTA cadre in absence of proper mechanism to reward the better performance of these employees.

In view of the above I request you to instruct the Telecom Circles and District administrations to rescind such orders where ever issued, violating the norms and duties of the Cadres to arrest any unrest in the field units. I urge you to suitably reward the DRTTAs for their performances by way of increased pay and allowances and motivate them further before overburdening them with ever expanding technical responsibilities.

Yours truly



Dharmendra Verma  
General Secretary

**National Council Member, BSNL.**

**Copy To:**

1. Shri Gopal Das, CMD, BSNL, New Delhi.
2. Comrade P. Abhimanyu, General Secretary, BSNLEU. For necessary action at your end.
3. Shri. R.K. Mishra, Sr. General Manager (Personnel), New Delhi.