

Restructuring Cell, Corporate Office,
7th Floor, Bharat Sanchar Bhavan,
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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. 1-6/2018-Restg. (Pt.)

Dated :27-12-2019

To
The CGMT
All Territorial Circles

Sub- Deployment of staff on network operation and maintenance post VRS on
Temporary basis- Reg

Sir,

As you are aware that large number of employees have opted for VRS and majority of them presently working on important post and looking after critical work will not be available after 31.01.20. So, after downsizing of Man power, it is imperative to deploy the manpower optimally with an objective to deploy them at important locations and posts, so that the services are not adversely affected and customers are duly taken care of.

As various activities like Organisational restructuring, identification and standardization of man power norms, framing of tender documents for some of the outsourced works/activities etc. are under finalisation and will take some time to formalise. Till such time, it has been decided to adopt following norms on **temporary basis** to ensure that the O&M activities and the services to customers remain unaffected. Further, all officials / officers who have taken VRS shall be instructed to complete all the pending works by 15.01.2020, so that, no activity remain pending including verification of works in measurement books etc. All the ATT/TT/JE/JTO/SDOP/SDOT/DE(O/D) or any officials/Executives dealing with the network maintenance, shall be instructed to prepare and hand over the necessary details of the external plant network to the link officer by 15.01.20.

1. A. Immediately identify and post a substitute as link officer on the post of SDO(T), SDE(cable), DE(O/D) etc. in a Business area, on the basis of following norms for their posting.
 - a) SDOT- Number of connections for posting as SDE(Rural) in each SDCA shall be 2500DEL+25 BTS and Number of connections for SDE(Urban) shall be 7500DEL and one SDE for 125 BTS in urban area.
 - b) SDE (Cable)- Number of connection for posting as SDE(Cable) shall be 11000 DEL or 1 SDE(cable) per revenue district if the connections are less than 11000 DEL.
 - c) DE- Number of connections for posting a DE(Rural) shall be 7500 DEL + 75 BTS, whereas for DE(Urban) the number of connections shall be 21000 DEL. One DE shall be for 450 BTS in urban area.



- d) DE(Transmission)- There shall be one DE –Transmission in each BA for Urban area, where as in Rural it shall be looked after by DE(Rural). The total cable under one DE Transmission shall not be less than 1400 RKM.
- e) JE(Outdoor)- Number of JE for outdoor works in urban shall be 1JE /3000 DEL, where as in Rural it shall be 1JE/1000 connections.
- f) TT/ATT(Outdoor work)- Number of TT/ATT shall be 1TT/ATT per 500 DEL for Rural where as for urban, it shall be 1TT/ATT per 1000 DEL.
- g) DE(Rural) shall also carry out the EB work in their jurisdiction where as in urban, there shall be at least one SDE exclusively for EB work and 1 SDE for sales and marketing activities.

Note- DEL shall be calculated with following equivalence methodology-

1 LL = 1 DEL, LL+BB= 1.5 DEL, 1 LC= 3 DEL

In case of shortage of Executives in a grade, the senior most executives in the area may be given looking after arrangement by BA head for 3 month w.e.f. 01.02.20, based on above guidelines. No further extension shall be given unless directed by corporate office.

- h) In view of large number of executives opting for VRS, JTO/SDE may be used interchangeably in field units as per requirement.
1. B. Formation of cluster of external plant n/w based on no. of working line by clubbing of urban exchanges in each SSA be also made (through ITPC portal) by 31.12.19, so as to plan SLA based mechanism of services to customer.
 2. The staff required for internal work shall be rationalised by merging or integrating the duties of some of the existing posts and excess staff if any working may be posted in the outdoor work, cable maintenance, sales & marketing, CSC and other external plant maintenance etc.
 3. The staff working in Circle office and BA office shall also be rationalised and their services are to be used in the Business area for outdoor activities. Further, no JTO/ JE shall be posted in the planning activities and thus shall not be posted in Circle office or BA office.
 4. The details of link officer along with his mobile no. shall be immediately mapped in CDR/ERP/ Mobile NoC and other network operations & maintenance supervisory tools, so that the details of link officer are immediately communicated to the internal hierarchy as well as to the customers, so that he/she becomes accessible to internal employees as well as to the customers.

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Apart from the above, necessary action may suitable be taken in other areas of work which are linked with maintenance and upkeep of the infrastructure and services.

BA wise steps taken for continuity of various services and customer delivery including contingency arrangement made for man power planning shall be communicated to corporate office by 15.01.20.

This is issued with the approval of competent authority.


GM(Restructuring)

Copy to:

1. CMD BSNL for information please.
2. All functional Directors (HR/CFA/CM/EB/Fin) for information please
3. CGM ITPC/ PGM ERP Ghaziabad for information and necessary action.
4. PGM Pers/ Sr. GM Estt. BSNL CO.