

**Resolution passed in the Central Executive Committee meeting of BSNLEU,
held at New Delhi on 09th & 10th December, 2023.**

On BSNL's Human Resource Policy.

The Central Executive Committee meeting of BSNLEU discussed BSNL Management's Human Resource Policy at length. All the Circle Secretaries and Central Office bearers expressed their deep concern about the HR Policy being adopted by the BSNL Management. Around 80,000 Executives and Non-Executives retired under VRS-2019. Thereafter, in the name of "Restructuring of Manpower", BSNL Management has abolished thousands of posts without making any scientific study about the requirement of employees in each cadre. In the Restructuring, only a slight cut is implemented in the Group 'A' posts. Whereas, drastic cut has been made in the posts of the Non-Executives, as well as in the promotional posts of the Non-Executive, viz., JTO, JAO, etc. The Restructuring has imposed severe workload in cadres like JE. It has also resulted in non-availability of posts in 15 circles in respect of TT LICE, JE LICE and JTO LICE. The abolition of JAO posts is so drastic that, JAO LICE could not be conducted for many years to come. Thus, the promotional avenues of the Non-Executive cadres are severely hampered. Further, in many circles, the JE cadre has been made surplus which has resulted in the denial of justified transfer of the Directly Recruited JEs under Rule-8 of BSNL Transfer Policy. BSNL Management has also resorted to mindless outsourcing of works which has seriously impacted the quality of service. For example, due to the SLA based outsourcing system, the quality of landline and broadband services deteriorated so badly that, almost BSNL's entire landline and broadband connections have been wiped out. When discussed, the BSNL Management justified its action saying that, landline service has become an outdated technology, due to which closure of landline and broadband connections was bound to happen. Management refuses to accept the fact that, deterioration in the quality of landline service is the reason for the massive surrendering of connections. At the same time, Reliance Jio has hugely expanded its landline customer base and has become the largest landline service provider. Reliance Jio has adopted optic fibre technology for the provisioning of landline connections which was not done by BSNL Management on time. Further, in the discussion with the Union representatives, the CMD BSNL has disclosed that 90% of the works of the Company would be outsourced. This will massively render even the existing employees surplus. An indefinite ban has been imposed for Compassionate Ground Appointments by the Management. This has resulted in denial of Compassionate Ground Appointments even to the dependents of the deceased young BSNL employees, virtually leaving behind no terminal benefits for the family. After detailed discussion, the CEC meeting resolved to raise the following demands before the BSNL Management:-

- (1) The "Restructuring of Manpower" should be reviewed keeping the actual manpower requirement of the Company into account. The review should be done at the earliest by taking the Recognised Unions and Associations into confidence.
- (2) Management should stop the mindless outsourcing of BSNL's works, which is aimed at making the existing employees surplus, in the name of cutting down the expenditure.
- (3) Needful steps should be taken by the Management, to ensure that, vacancies are made available for the TT LICE, JE LICE and JTO LICE in circles where these LICEs are not conducted so far, due to non-availability of vacancies. The JAO LICE should be conducted by making sufficient posts available.
- (4) All the requests of the JEs for transfer under Rule-8 should immediately be considered. DoP&T orders should be strictly implemented in respect of requests for transfer sought by employees to join their spouse.
- (5) Ban on Compassionate Ground Appointments should immediately be lifted and Compassionate Ground Appointments should be considered in genuine cases.
- (6) Wherever our employees are available, the CSCs should be manned only by our employees and outsourcing of those CSCs should not be done.
