



BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

P. Abhimanyu
General Secretary

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot, New Delhi-110008
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

BSNLEU/604 (DEV)

13.09.2024

To,

Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sub: - **Requesting to review the Restructuring of Manpower and also to lay down norms for the sanctioning posts in various Non-Executive cadres, together with the defining duties and responsibilities of each Non-Executive cadre - reg.**

Sir,

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

Right from the days when the DoT functioned as the Government's telecommunications service provider, well defined rules existed with regards to the norms for the sanctioning of posts and also with regards to the duties and responsibilities of various cadres. However, it is regrettable to note that, such rules have not been put in place, even after a near quarter of a century of BSNL's existence. BSNLEU is continuously raising this issue, before the BSNL authorities. But the necessary steps in this connection have not been taken yet.

BSNLEU is continuously demanding that the Restructuring of Manpower, done after implementation of the VRS, needs to be reviewed. When the VRS was put in place, the Management expected that around 30,000 employees might take the VRS. This has been revealed to our union, by the then CMD BSNL. However, contrary to the expectations of the Management, around 80,000 employees went on VRS, due to the compelling situations prevailed at that time. This figure is more than two times of what was expected by the Management.

After VRS, all the 80,000 posts have been abolished. Had only 50,000 employees opted for VRS, Management would have abolished only 50,000 posts. Thus, the abolition of posts done after implementation of VRS, is most unscientific, to say the least. This abolition of posts has also resulted in an imbalance among various circles. In circles where more employees went on VRS, more number of posts are abolished. In circles where less number of employees went on VRS, only less number of posts are abolished. This has led to a situation, wherein the Corporate Office had to categorise circles as "surplus circles" and "deficient circles", in relation to availability of employees in certain cadres.

After implementation of VRS, acute shortage is being experienced by the field units in respect of certain cadres. In view of this, BSNLEU has continuously been demanding that, the Restructuring of Manpower, carried out by the Management after implementation of VRS, should be reviewed based on the requirement of manpower in various cadres.

It may not be out of context here to mention that, after implementation of VRS, BSNL works were massively outsourced. However, such a massive outsourcing of works has only proved to be counter productive. For example, the maintenance of landline and broadband connections were completely outsourced. What happened today is that, almost the entire landline and broadband connections of BSNL have been wiped out. Similarly, the provisioning and maintenance of FTTH connections has been outsourced. The net result of this

outsourcing is that, there is widespread dissatisfaction among BSNL's FTTH customers. This is resulting in lakhs of FTTH connections being disconnected every month. We request that the Management should learn lessons from the experiences of outsourcing of works. It is in this context that, BSNLEU is demanding that the Management should review its policy of mindless outsourcing of works to outsiders.

Non-defining of duties and responsibilities has resulted in a near chaotic condition in the field units. For example, officials in the JE cadre are being forced to do the duties of ATTs well as that of the Executives. Further, in all the PSUs, employees are made available based on well laid down norms. Such norms are yet to be put in place in BSNL. In view of the foregoing, BSNLEU demands that, the Management should undertake the following tasks on priority basis:-

- a) Restructuring of Manpower, done after implementation of the VRS, should be reviewed, based on the actual requirement of posts at the field level.
- b) Norms for the sanctioning of posts of all Non-Executive cadres should be laid down.
- c) The duties and responsibilities of all the Non-Executive cadres should be defined.

We earnestly appeal to you to kindly look into the above views of our Union and to take appropriate actions.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Copy to:-

- 1) Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi - 110001
- 2) Ms. Anita Johri, PGM(Restg.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi - 110001