



# BSNL EMPLOYEES UNION

Central Head Quarters

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**P. Abhimanyu**  
General Secretary

BSNLEU/503 (CDR)

To,

Shri Manish Kumar,  
GM (Restg.), BSNL CO.,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Sir,

Sub: - Revision of guidelines for role definition of Business Area and SSAs forming part of Business Area - req.

Ref: - BSNL Corporate Office letter no.4-2/2014-Restg. Vol.IV (Pt.) dated 17.10.2019.

We wish to bring the following to your kind notice and for appropriate action.

The Restructuring Cell of the Corporate Office, vide it's letter cited under reference, has issued revised guidelines for the functioning of the Business Areas. We are having some serious reservations with regards to the issuing of this letter.

Firstly, we would like to express our objection for usage of the term "merged SSAs" in paras no.iii and iv of the above cited letter. Usage of this term will send a totally wrong message and will result in misinterpretation of the same in different ways in the field units, and thereby creating a lot of complications.

Time and again we have been assured by the BSNL Corporate Management that, it's intention was not to merge the SSAs, but only to improve the efficiency of the management at the field level. That is why the process has been named as "Consolidation of Business Areas" and not as "Merger of SSAs". Merger is totally a different concept from that of consolidation of Business Areas.

Now, the Corporate Office itself using the term Merger of SSAs is not advisable. Hence, we demand that the above cited letter is modified suitably and that the usage of the term "merged SSAs" is avoided.

Right from the beginning, we have been assured by the Corporate Management that, consolidation of Business Areas will not result in the transfers of Non-Executives, from one SSA to another SSA. It is very important to mention here that the Non-Executives are having SSA level transfer liability and they cannot be transferred out of the SSA. Now, it is stated in the above mentioned letter that, the Non-Executives can be transferred to another SSA, based on urgency and need.

The Management should have discussed this issue with the Recognised Unions, before issuing such a letter, having far reaching implications on the Non-Executives. It is unfortunate that the Management did not do that and thereby making the recognition granted to the unions, a mockery.

Hence, we urge upon the Management to revisit the issue and to exclude from the above cited letter, the provision of empowering the BA Management to transfer the Non-Executives.

Thanking you,

Yours sincerely,

[P. Abhimanyu]  
General Secretary

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18.10.2019