

## ***The hypocrisy of the BSNL Board.***

The BSNL board has approved the Restructuring of BSNL's manpower. As per this Restructuring, the number of employees required in each cadre of the Executives and Non-Executives has been approved by the BSNL Board.

BSNLEU has written a number of letters and has held several rounds of discussions with the senior officers, including the CMD BSNL. BSNLEU has also given the number of employees required in each cadre, with complete justification. However, it is unfortunate that, all these have fallen in deaf ears.

As per the approval given by the BSNL Board, there will be 35,341 employees in the Non-Executive cadres and 36,101 employees in the Executive cadres. So, there will be 71,441 employees in BSNL hereafter. The corporate office has also released the list containing the number of employees that each circle will have in different cadres. Naturally, a big dissatisfaction has arisen. All the unions and associations strongly feel that, the number of employees approved by the BSNL Board is totally insufficient.

On the eve of the implementation of the VRS 2019, there were 1,68,582 Executives and Non-Executives in BSNL. Around 80,000 employees took voluntary retirement under the VRS -2019. The retrenchment of these 80,000 employees was not made based on any scientific study. Around 80,000 employees left the company, only because of the horrible situation prevailing at that time and also due to the uncertainty about the future of the Company.

The decision of the BSNL board, which has approved 71,442 employees as the sanctioned strength of the Company, is not backed by any scientific study. The plan of the BSNL Board is to have only minimum number of employees in the regular establishment and to outsource most of the works of the Company to the private.

The decision of the BSNL board to cut down the number of employees will have disastrous implications. It is like cutting the foot according to the size of the shoe. It is unfortunate that, the Management tries to take the company out of the present financial crisis, not by increasing the revenue collections of the Company, but by cutting down the expenditure of the Company. This strategy will not work.

The results of the outsourcing of landline and broadband works are there for all of us to see. The results are disastrous. Customers' dissatisfaction has increased manifold, which has resulted in massive surrendering of land line and broadband connections. It is horrible that, the Management is determined not to see the reality.

Staff shortage in various cadres is very evident. For example, in the JE cadre, tens of employees have applied for rule 8 transfer, after completing five years of service. However, none of the circle is willing to relieve any of the employee, because of acute shortage. This speaks volumes about the hypocrisy of the BSNL Board's decision.

The BSNL Board has finalised the Restructuring of man power, without taking the requirements of the Organisation into account. It's one point agenda has been, to cut down the strength of the employees. The decision will be detrimental to the future of the Company. What is required now is that, the BSNL Board needs to review its decision, before it is too late. Otherwise, the unions and associations will be forced to go on struggle, to get the decision changed.

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