



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

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BSNLEU/ 604 (DEV)

02.12.2020

To,

Shri P.K. Purwar,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Utilisation of the left out manpower, in the aftermath of the implementation of VRS – req.**

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

The VRS-2019 has been implemented in BSNL and around 80,000 employees have taken retirement under the scheme. The Management has resorted to the outsourcing of works, to cope with the shortage of staff, that has arisen out of the implementation of VRS. Under these circumstances, the Central Head Quarters of our Union is receiving numerous complaints from circles, with regards to the utilisation of the left out manpower. In this connection, we wish to draw your kind attention to the following points.

Uttarakhand: - It has been brought to our notice that, acute shortage of manpower is prevailing in the SSAs of Almora, New Tehri, Srinagar Garhwal, etc. Outsourcing of works has been done in the aforementioned SSAs. However, it is insufficient to cope with the workload. We are told that, more JEs, Telecom Technicians and Assistant Telecom Technicians are required to be posted in these SSAs. The Uttarakhand circle administration may kindly be apprised of this situation, with the advice to take appropriate remedial action.

Himachal Pradesh: - The situation prevailing in Himachal Pradesh is opposite to the one prevailing in Uttarakhand circle. We are informed that, even after the implementation of VRS, sufficient number of Non-Executives are available in Himachal Pradesh circle. However, without taking this factor into consideration, outsourcing of works has been blindly implemented. This is nothing but a drain in the funds of the Company.

Kerala: - After implementation of VRS, the Group 'C' employees are being directed to carry out Group 'D' works, viz., scanning, file carrying, etc. This is unacceptable. Group 'C' employees should not be utilised to carry out Group 'D' works.

It has also been brought to our notice that, all the CSCs in Ernakulam SSA are being outsourced, even though sufficient number of employees are available in the SSA, for manning the CSCs. This action by the district administration is a violation of the directive of the Corporate Office, i.e., CSCs should be outsourced only when sufficient manpower is not available.

All the above mentioned instances reveal the fact that, proper planning has not been done by the Management, with regards to the utilisation of the left out manpower, in the aftermath of the implementation of the VRS. Similar situations may also prevail in other circles, which might not have been brought to our notice.

Hence, the various circle administrations need to properly apply their mind to the existing ground realities and to plan the utilisation of their manpower accordingly. The Corporate Office needs to issue a direction to the Heads of the Circles in this regard.

Further, we also wish to draw your kind attention to one more issue. Our Union is also receiving widespread complaints with regards to the maintenance of landline and broadband connections. The Management has already outsourced the maintenance of the landline and broadband connections. All our circle unions have invariably brought to our notice that, the maintenance of our landline and broadband connections has worsened after the implementation of outsourcing of works. Even as per the TRAI report, 1.54 lakh landline and broadband connections are surrendered in the month of July, 2020 alone. We are receiving reports that the situation has not improved even thereafter.

In view of the foregoing, we wish to inform that, the Management needs to undertake a thorough review of it's policy of outsourcing of works in the aftermath of the implementation of the VRS. We are hopeful that the Management will apply it's mind on this issue in an appropriate manner and will take remedial measures.

Thanking you,

Yours Sincerely,



[P. Abhimanyu]
General Secretary

Copy to: (1) Shri Arvind Vadnerkar, Director (HR), Bharat Sanchar Bhawan, H.C. Mathur Lane, Janpath, New Delhi – 110001
(2) Shri Vivek Banzal, Director (CFA), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(3) Circles Secretaries, BSNLEU, Kerala, Himachal Pradesh and Uttarakhand.