



**Animesh Chandra Mitra**  
General Secretary

# BSNL EMPLOYEES UNION

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BSNLEU/604(DEV)

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To,

**Dr. Kayan Sagar Nippani,**  
**Director (HR) BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi – 110 001**

Sub: - **Utilisation of JE cadre in high-responsibility roles in FTTH segment as BBM – strong protest of BSNLEU - reg.**

Sir,

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

It has been reported from several circles that the administration is assigning duties and responsibilities of executive cadres such as JTO and SDE to officials in the JE cadre. Recently, it has also come to our notice that JEs are being forcibly entrusted with the role of BBM (BharatNet Business Manager) in the FTTH segment.

It is pertinent to mention that the JE is a Non-Executive cadre. However, the Management is engaging JEs in duties associated with the FTTH segment under the designation of BBM, which, in practice, is a managerial role. The functions of BBM involve administrative and financial responsibilities and are clearly meant for executive cadres.

It is highly unfortunate that, on one hand, the Management is not promoting experienced JEs to the JTO cadre citing shortage of vacancies, while on the other hand, the same officials are being compelled to shoulder executive-level responsibilities such as BBM. This contradiction is causing serious concern among the staff.

We have also been informed that BBMs are entrusted with responsibilities such as issuance of Utilization Certificates (UCs), which are directly linked to financial matters, including payment of commissions to TIPs in the FTTH segment. Such responsibilities squarely fall within the domain of executive cadres and cannot be assigned to Non-Executive staff.

Further, it is a matter of record that there are substantial vacancies in the JTO cadre in many circles. Instead of filling up these vacancies in a time-bound manner, the Management appears to be resorting to ad hoc arrangements by assigning executive responsibilities to JEs under an undefined designation. It may also be noted that there is no sanctioned cadre or provision in the HR framework for a post called BBM.

In some circles, our unions have already taken up this issue with the local administration. However, they have expressed their inability to intervene, stating that the instructions have originated from the Corporate Office.

In view of the above, we strongly protest against this practice. Forcing Non-Executive JEs to undertake higher responsibilities without their consent is unjustified and against established norms.

We, therefore, request you to kindly intervene in the matter and issue clear instructions to all circles not to utilise Junior Engineers in executive-level roles such as BBM without their consent. Further, necessary steps may also be taken to address the shortage in executive cadres through appropriate recruitment and promotions.

We hope that timely action will be taken to avoid unnecessary industrial unrest at the field level.

Thanking you,

Yours sincerely,

**[Animesh Chandra Mitra]**  
General Secretary