

BSNL EMPLOYEES UNION

Recognised Union in BSNL

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BSNLEU/503 (CDR)

26.07.2019

To,

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

Sir,

Sub: - Consolidation of SSA into Business Areas – Case of Karnataka circle - req.

Ref: - (i) BSNL CO letter no.4-2/2014-Restg.(Vol.III) dated 11.02.2015.
(ii) BSNL CO letter no.PGM/ERP-GZB/Merger/6 dated 26.04.2019.
(iii) CGM/Karnataka letter no.Staff/3-1/KTK-Restructuring/2019-20/11 dated 12.06.2019.

With reference to the letters cited above, we wish to bring the following to your kind notice.

The decision of the BSNL Corporate Office regarding Consolidation of SSAs into Business Areas, has been notified vide letter cited under reference (i) to all circles. In order to carry out it's implementation in ERP system, necessary guidelines are issued under reference (ii) above.

Based on the above two letters, the CGM, Karnataka, vide letter cited under reference (iii) above, has issued directions to all Business Area Heads, Karnataka circle. According to the above letter, the following activities are finalised:-

- (1) The process of all HR activities of merged SSAs are to be carried out at New Business Area Head Quarters.
- (2) Non-Executive cadre shall remain as SSA cadre after merger. The HR functions of Non-Executives, especially gradation lists, promotions, transfers and postings of merged SSAs, have to be maintained separately at Business Area Headquarters, and not to be combined with merged Business Area.

According to the above two activities, identified by the CGM, Karnataka, keeping Non-Executives in SSA, is in line with the instructions of the Corporate Office mentioned in letter cited under reference (i). But the circle has decided to transfer the HR functions of the Non-Executives to the Business Area Headquarter. By doing so, the workload of Business Area Headquarter on HR activities is likely to increase considerably.

In this regard, we wish to suggest that the HR activities of Non-Executives may not be shifted to the Business Area Headquarter. Instead, the service books and personal files of the Non-Executives can be kept in the SSA Headquarter itself and the HR activities can be processed by the Sr.TOAs posted in the SSA itself.

The job of uploading these details in the ERP can be done by the Business Area Headquarters, by accessing the same through internet. By adopting this methodology, the increase in workload at the headquarters of the Business Area can be kept at the minimum. Hence, we request you to kindly issue guidelines in this regard to the CGMs, including the CGM, Karnataka.

We request you to kindly look into our suggestion.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary