



BSNL EMPLOYEES UNION

Central Head Quarters

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P. Abhimanyu
General Secretary

Main Recognised Representative Union.
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BSNLEU/503 (CDR)

07.07.2021

To,

Shri Arvind Vadnerkar,
Director (HR), BSNL
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sir,

Sub: - Manpower proposals given by the Management for finalising the future staff strength - req.

Ref: - BSNL letter no. BSNLCO-RSTG/15(14)/1/2020-RSTG dated 28.06.2021.

With reference to the letter cited above, we would like to bring the following for favour of your kind consideration.

Vide letter cited under reference, we have been called for to submit our comments on the proposals of the Management, regarding the future manpower norms for the Company. At the outset, we wish to state that, the proposals for the future strength of the various cadres have been arrived at, without any scientific basis. It may not be out of context to mention here that, around 80,000 employees, both Executives and Non-Executives, have been retired under VRS-2019. This reduction in the staff strength has not been done, based on the future requirement of the manpower of the Company. The decision was taken purely to cut down the salary bill, under the pretext of taking the Company out of the current financial crisis. In the similar manner, the proposals for the future staff strength in various cadres, have also been worked out.

For instance, the mobile, FTTH and other high-tech services of BSNL are growing / poised to grow at a neck-break speed. Such a scenario warrants sufficient staff strength in the cadres of JE and JTO. However, it is observed from the proposals given by the Management that, the present working strength in the cadre of JE is 7,148 and the proposed future strength of the cadre has been fixed as only 7,923. This is totally irrational and unscientific. Similarly, the present working strength in the cadre of JTO is 14,536. Whereas, the proposed future strength of the cadre of JTO has been fixed as 11,283. Even the present working strength of the JTO cadre has been cut down by 3,253.

It may be argued that, JTO is an Executive cadre and it is not a subject matter of the Non-Executive Recognised Union. But, the Management fully knows that, the JTO cadre is the promotional cadre of JE. Hence, when the strength of JTO cadre is cut down, it will adversely affect the promotional prospects of the JE cadre. As the Management knows, a vast majority of the present JEs are engineering graduates and they are aspiring for promotion to the cadre of JTO. Hence, the act of the Management, of cutting down the number of JTO posts drastically and increasing the present working strength of the JE cadre only marginally, will seriously affect the operation and maintenance of our networks.

Similarly, it is seen from the proposals of the Management that, the Sr.TOA cadre has been made a dying cadre. The present 4,973 Sr.TOA posts are shown as the future manpower also. Further, it is noted that, all these posts are to be treated as super numerary, till they are vacated. It means, all these 4,973 Sr.TOA posts will be abolished within a few years. How the works presently being carried out by the Sr.TOAs, will be done in future? The posts of Sr.TOAs are very much required in the Administrative Offices. Similarly, all the 9,295 ATT posts are also to be treated as super numerary, till they are vacated. Hence, the decision of the Management to do away with the Sr.TOA and ATT



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cadres is not acceptable to us. We strongly demand that the Sr.TOA and ATT cadres should continue to be live cadres and future recruitment should take place as and when these posts become vacant.

We are also very much concerned that, even the present strength of the JAO cadre, which has been noted as 2,351, has been cut down to 1,890. This will also severely affect the promotional prospects of the Non-Executives. Further, as the volume of business of the Company expands, it goes without saying that sufficient JAOs should be there in the Company, to carry out the accounting works. The decision of the Management, to cut down even the present working strength in the cadre of JAO, is not prudent.

The proposals regarding the future manpower of the Company, as communicated to us vide the letter cited under reference, indicate that the Management is harping on the idea of massive outsourcing of works in the future. This school of thought is totally incorrect. The private companies are only eyeing for profit. Definitely, BSNL also needs to look for earning profit. At the same time, being a Public Sector Company, BSNL needs to carry out the activities which are essential for the welfare of the people.

Keeping our above views into consideration, BSNLEU requests that, the Management should hold discussion with the representatives of the Recognised Unions of the Non-Executives. Management needs to explain to the Unions, under what basis the Management has arrived at its proposals on manpower. Hence, we earnestly request you to kindly fix-up a date for discussing this issue.

Thanking you,

Yours Sincerely,


[P. Abhimanyu]
General Secretary

Copy to: Shri Manish Kumar, GM (Restg.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001