



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

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BSNLEU/503 (CDR)

12.08.2021

To,

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

Sir,

Sub: - **Restructuring of BSNL's Manpower- reg.**

Ref: - **(1) BSNLEU letter no.BSNLEU/503(CDR) dated 07.07.2021.**
(2) BSNLEU letter no.BSNLEU/503(CDR) dated 27.07.2021.
(3) BSNLEU letter no.BSNLEU/503(CDR) dated 09.08.2021

In continuation of our letters cited under reference, we would like to bring the following points to your kind notice, for favour of necessary action.

- (i) BSNLEU has already demanded that, the cadre of Sr.TOA should not be declared as a Dying Cadre. The issue has already been discussed with Director (HR), who has assured to consider the demand favourably.
- (ii) BSNLEU has also given it's views, in response to the proposals of the Management, regarding determining the future strength of the cadres of TT, Sr.TOA, JE and JTO. Since JTO is the promotional cadre for the Non-Executives, the future strength of this cadre is a matter of serious concern for the Non-Executives. So far, no discussion has taken place on those proposals. We demand that, the Management should discuss those issues with us, before taking a final call on the matter.
- (iii) As regards the cadre of ATT (Assistant Telecom Technician), the proposal of the Management is to make it a Dying Cadre. We have already written to the Management demanding that, ATT should be kept as a Live Cadre, since this cadre is very much required for doing certain tasks at the field level. During the discussion held with the Director (HR), we are informed that a cadre with such low qualification is of no use in a scenario, where technology is changing fast. In view of this, we suggest that the Management can consider raising the educational qualification of the cadre of ATT, so as to keep it as a Live Cadre. Alternatively, the Management can consider the creation of a "**Multi Tasking Cadre**", with suitable educational qualification.
- (iv) After the implementation of VRS-2019, the situation in the Company is still very fluid. It will take some more years for the situation to stabilise. Hence, any decision taken by the Management today, in respect of the cadres and their strength may have to be reviewed shortly after the implementation of the Restructuring. Any decision taken in haste, may not be in the interest of the Company. In view of this, we demand that, whatever decision is taken by the Management on the issue of Restructuring, should not be made final, but **should be reviewed after one year.**

Thanking you,

Yours sincerely,

[P. Abhimanyu]
General Secretary

Copy to: (1) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001
(2) Shri R.K. Goyal, PGM(Pers.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
(3) Shri Saurabh Tyagi, Sr.GM(Estt.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(4) Shri Manish Kumar, GM(Restg.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001