



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/503 (CDR)

13.07.2023

To,

Shri Arvind Vadnerkar,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
Janpath,
New Delhi- 110 001

Sir,

Sub: - **Review of the Restructuring of Manpower – requesting to take field level realities into consideration-
reg.**

Ref: - **(1) BSNL CO File No.4-02/2021-RESTG dated 23.11.2021.**
(2) BSNL CO letter no.BSNLCO-RSTG/15(14)/1/2020-RSTG-Part(1) dated 06.07.2023.
(3) BSNLEU letter no.BSNLEU/503(CDR) dated 27.07.2021

With reference to the letters cited above, we would like to draw your kind attention to the following.

Vide letter cited under reference (1), the Corporate Office has communicated the approval of the BSNL Board regarding revised sanctioned strength in different grades, which is called as “Restructuring of Manpower”. BSNLEU has continuously been demanding that, the sanctioned strength of the various Non-Executive cadres, as well as the Executive cadres of JTO, JAO, etc., which are the promotional cadres of the Non-Executives, should be reviewed. The Management has included a provision in the Restructuring Scheme, for reviewing the sanctioned strength of the various cadres after 2 years.

Now, the Corporate Office, vide letter cited under reference (2), has called for inputs from the circles, for reviewing the sanctioned strength of various cadres. However, it is extremely disappointing to note that, the Restructuring Branch has narrowed down the scope of the review and has limited it to the review based on New Business, Projects, etc. This is nothing but, a routine exercise being done in the Organisation to re-fix the sanctioned strength based on new assets etc. This is not the review being demanded by BSNLEU and what has been assured in para 9 of the letter cited under reference (1).

Being the Main Recognised Trade Union of the Non-Executives in BSNL, while submitting it's views to the proposals made by the Management regarding Restructuring, vide letter cited under reference (3), BSNLEU has strongly opposed the intent of the Management to drastically cut down the strength of various cadres. It is only in response to these views, that the Management had assured to carry out a review after 2 years. We earnestly urge upon the Management that this commitment given to the Main Recognised Union should be honoured by the Management.

After 80,000 employees retired under VRS-2019, Management re-fixed the strength of various cadres in a hotch-potch manner and without any relevance to the field level requirements. Further, the Management also did an injustice to the Non-Executive cadres by drastically cutting down the sanctioned strength of their posts, as well as the posts in their promotional cadres of JTO, JAO, etc. At the same time, the cut effected in the posts of the senior officers is very minimal.

The details of the posts cut down in the lower level cadres are given below.

JE and Draftsman – 76.94% ; Telecom Technician – 90.84% ; ATT – 79% ; OS / AOS / SOA / JOA (Sr.TOA) – 88.57% ; JHT / SHT – 64.04%. The posts in the JTO and JAO, which are the promotional cadres of the Non-Executives, has been cut down by 70.73%. At the same time, only minimal cut has been implemented in the posts of senior officers. The details are as follows:-

CGM / PGM / Sr.GM posts– only 27.27%. DGM/SE Eq. posts– only 21%. DR DGM posts– only 20%. AGM /CAO /EE posts– only 11.26%. The above figures clearly establish that, the posts of the lower grade cadres have been drastically cut, while only a cosmetic touch up has been made in the posts of senior officers. The above figures clearly establish that, the Restructuring of Manpower conducted by the management is biased and has no relevance to the field level realities. It has increased the work load of the Non-Executives in a big way.

It is an undeniable fact that, the Management had carried out Restructuring of Manpower without conducting any study scientifically, considering the field level realities and requirements. ***The huge cut implemented by the Management in the strength of the Non-Executive cadres and in their promotional cadres, viz., JTO and JAO, has not only imposed huge workload on the Non-Executive cadres, but has also virtually denied their promotions to the higher posts. This is a very big injustice.***

BSNLEU has already submitted a detailed note, vide it's letter cited under reference (3), outlining the manpower requirement in various Non-Executive cadres, as well as in JTO and JAO, which are the promotional cadres of the Non-Executives. The views contained in this note of BSNLEU, are still valid and are in conformity with the field level requirements.

In view of the foregoing, we earnestly urge upon the Management to conduct a scientific study regarding the manpower requirements in the Non-Executive cadres, as well as in the cadres of JTO and JAO. We also request the Management to conduct a meaningful dialogue with the Recognised Trade Unions, regarding review of the Restructuring of Manpower.

Thanking you,

Yours sincerely



[P. Abhimanyu]
General Secretary

Copy to: Ms. Anita Johri, PGM (Restg.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi- 110 001