

# Joint Forum of BSNL Absorbed Executive Associations

Central Headquarters , New Delhi

No. JFBAEA/CMD/2 / 11-12

Date: 2<sup>nd</sup> Nov. 2011

To,

**Shri R.K. Upadhyay**

Chairman and Managing Director

BSNL,

New Delhi-110001

**Subject: Suggestions for contingency plan upon repatriation of Group "A" non-optees from BSNL.**

Sir,

We are anxious about the outcome of ongoing absorption exercise of Group "A" officers in BSNL, and believe that we, as an organization, will respond to emerging situation, as we have done remarkably in the past in the year 2005, to offset any adverse impact on operational functionality of the company. We also believe that management will also respond to the situation with equal resolution and commitment and draw a clear demarcating line between itself and issue of ITS absorption, thus enabling expeditious and successful culmination of vital issue of absorption.

Further, as direct stake holders of the Company, with everything at stake as far as viability of the Company is concerned, and holding strategic positions in policy making of the Company, we are astonished at our being completely kept out of the loop in drawing up and finalizing comprehensive plan of action to meet emerging situation likely to arise on account of reported large scale changeover of Gr A to DOT. In fact, our opinion in finalization of plan of action to meet the emerging situation would be invaluable given the fact that we have our bread and butter at stake, unlike others, in ensuring a viable and healthy Company. This fact is unfortunately not being recognized even at this belated stage by ITS dominated management.

Hereunder, we submit our considered opinion which is both feasible and practical to effectively and successfully manage affairs of the Company:-

1. There are more than 6,100 absorbed Group "A" officers belonging to the company, out of which there are 14 HAG, 132 SAG (including 14 Sr GMs), 30 Additional GMs( eligible for promotion as GM, but not promoted due to linking with ITS absorption), 653 DGMs.
2. Adequate experience and expertise exists within existing absorbed Gr A to man important and strategic managerial positions in the Company,

including heads of Circles, SSA/heads. Available Gr A officers can shoulder responsibilities in an extraordinary and exemplary manner.

3. We suggest the following structure of BSNL HQ & field level setup for managing any contingency, if at all it arises :-

- Circle Head posts and the establishment under Director (HR) be declared as General posts which can be filled up by executives of any stream.
- Circles be clubbed for entrusting the charge of CGM to one officer based on LSA. The following set up can be considered for administrative clubbing of circles to meet the requirement of availability of CGM level absorbed officers.

Existing	after clubbing
AN +WB	West Bengal
Bihar+JHK	Bihar
CHG+MP	MP
UKD+UPW	UPW
NE1 +NE 2	NE
TN+CH	TN

- Project & Maintenance Circles should be merged in territorial Cicles.
- IPTC and Data Network Circles can be merged.
- QA, NCES and Inspection Circle can be merged.
- At territorial circles, below CGM following setup may be considered:

GM CFA & Ent	1 from technical side (for operations, development & sales)
GM CM	1 from technical side (for operations, development & sales)
GM F&TR	1 from Finance side
GM Infra	1 from Civil / Electrical side

- In view of drastic surrender of Landlines, the SSAs headed by PGM/GM level officer should immediately be downgraded to GM/DGM level officers to reduce the establishment cost as well as to implement contingency plan.

Accordingly, the following setup is proposed:

Unit	Section	Level	Pool	Number	Remarks
BSNL HQ	Dir-HR	GM	General	2	
BSNL HQ	Dir-CFA	GM	Technical	3	
BSNL HQ	Dir-CM	GM	Technical	3	
BSNL HQ	Dir-Ent	GM	Technical	3	
BSNL HQ	Dir-Finance	GM	Finance	3	
BSNL HQ	ED-NB	GM	Civil/Elect	2	
BSNL HQ	ED-CA	GM	General	2	
BSNL HQ	ED-CN	GM	Technical	2	
BSNL HQ	ED-Fin	GM	Finance	1	
Territorial Circle		CGM	General	18	
Territorial Circle		GM	Technical	26	
Territorial Circle		GM	Technical	26	
Territorial Circle		GM	Finance	26	
Territorial Circle		GM	Civil/Elect	26	
Project + MTCE		CGM/GM	General	4	Counted in GM

- The summary of above arrangement is as follows:

Row Labels	Civil/Elect	Finance	General	Technical	Grand Total
CGM			18		18
GM	28	30	13	63	134
<b>Grand Total</b>	<b>28</b>	<b>30</b>	<b>31</b>	<b>63</b>	<b>152</b>

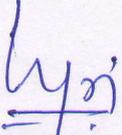
**We already have 146 SAG & above officers absorbed in BSNL (kindly see sl. No. 1 of the letter), and it is expected that few more officers may opt for BSNL, therefore, management may not find it difficult to manage affairs of BSNL, if any contingency arises on account of repatriation of the officers of BSNL.**

- After the absorption process is concluded, the organizational structure that is optimal for company both in terms of meeting the performance targets of the company and career aspirations of its employees has to be worked out.
- An in-principle policy decision of acknowledging certain posts as general posts to be manned by executives from any cadre, will use the available man power resources in an optimal manner. Executives of any cadre identified in terms of their seniority and experience should be considered for general posts.
- Finally, we are confident that under your dynamic stewardship, Company will get a new direction and face lift in terms of meeting fundamental and basic requirement of having a management structure belonging to the

Company. Absence of this structure has been one of the core reasons for present critical condition of BSNL. We assure you of our unqualified support and commitment in taking the Company to its pristine glory and to reach that stage culmination of issue of ITS absorption at the earliest is a basic requirement without which nothing really will work.

With kind regards,

Yours sincerely,

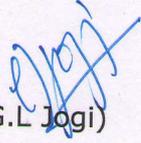


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