

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

Central Head Quarters, New Delhi

UF/BSNL/CMD/2013-14

Dated 01.02.2013

To

Shri R. K. Upadhyay,
CMD, BSNL,
New Delhi.

Sub:- Request to abandon the proposed move to reduce the DE/AGM and DGM posts by 30% -- the minimum promotional avenues available for 35,000 Executives-reg.

Sir,

As per BSNL MS RR, 1398 DGM posts and 5461 DE/AGM posts are sanctioned in BSNL. Subsequently BSNL sanctioned another 150 DGM posts for direct recruitment. Among the 1398 DGM posts, only 50% posts (699) are available for the Executives for promotion under promotion quota and remaining 50% posts are reserved for MT stream. In the DE/AGM posts, MT recruitment will take place each year as per the requirement of the Management and the remaining posts are to be filled through promotion among Executives.

As on today JTOs promoted as SDE in 1994 are waiting for their second promotion as DE/AGM even after 18 years. The number of SDEs completed the minimum qualifying service of 7 years and waiting for DE/AGM promotion are more than 10,000. The situation is worse in the case of DGM cadre due to various reasons. The impact of further squeezing the already limited promotional avenues can have serious repercussions on the growth of company since such a step will fully demoralize already highly demoralized executives.

With this acute stagnation in the SDE and DE cadres, the rationale behind the Management move to reduce the DGM and DE/AGM posts are not at all justified. This will further dampen the minimum promotional avenues available to thousands of Executives. If it is due to the reason that CGM/GM level posts are getting reduced due to surrender of landline and downsizing of SSAs, it is not at all applicable for DE/AGM and DGM posts as major portion of DE/AGM posts are sanctioned based on workload norms and remaining are on positional basis. If it is linked with CGM/GM level post reduction due to surrender of landline and downsizing of SSAs, this can be treated as a vindictive action only.

In BSNL, posts in all cadres are created lastly in the year 2006 and subsequently no post creation was done. Of course large scale surrender of landline connections occurred after 2006 but the mobile network, Enterprise business segment, transmission network, marketing wing etc expanded in manifolds during this period. **The Executives posted in landline sector are effectively redeployed by the Circles into mobile, enterprises business, marketing, transmission maintenance activities.** Circles are maintaining OF cable network and transmission systems more than the maintenance regions like NTR, STR, WTR and ETR but not a single post is sanctioned for transmission maintenance (OF cable and transmission systems) for the Circles like regions. The sanctioned posts in landline

sector is diverted and utilized for transmission maintenance also in all the cadres. Similarly sanctioned posts in landline sector is diverted and utilized for mobile, enterprises business, marketing etc.

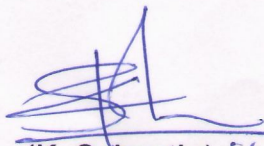
As of now BSNL is having 290 lakh landline connections, 900 lakh Mobile connections and other new services. If proper work study and review has been done with respect to DE/AGM posts and DGM posts based on workload and positional requirement, atleast 10% increase would have happened in DE/AGM and DGM posts. **In other words, the no of DE/AGM and DGM posts would have increased from 5461 to 6000 and 1398 to 1600 respectively.**

Instead of doing proper work study and creating posts based on workload, the present move of the BSNL Management to reduce the posts by 30% just because CGM/GM level posts are reducing is not at all justifiable. Already field units are suffering due to shortage of Executives at key positions especially in landline sector, the level of supervision and quality of service is deteriorating further day by day. Further, this is the minimum promotional avenues and motivation available to the Executives.

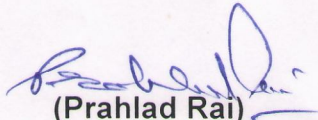
Even after 12 years of formation of BSNL, the Executives absorbed/recruited in BSNL so far not got their eligible promotion even once. In that situation any move by the Management to reduce the posts and take away the minimum promotional avenues will be opposed by the Executives by all the means.

Hence, we once again request you to kindly desist from the move to reduce the DE/AGM and DGM posts and take necessary action to fill up all the posts on war footing basis so that the eligible Executives are getting their due promotion, 1st in BSNL and may be second in their entire service, which will motivate the executives and improve the services in BSNL.

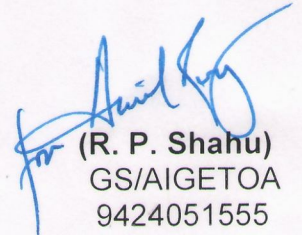
With kind regards,



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Copy to:

1. Shri. R. Chandrasekhar, Secretary, DOT for kind intervention please.
2. Ms Rita Teatota, Addl Secretary, DOT for kind intervention please.
3. Shri. A. N. Rai, DIR(EB & HR), BSNL for information and necessary action please.
4. Shri. K C G K Pillai, DIR(Fin), BSNL for information and necessary action please.
5. Shri. R. K. Agarwal, DIR(CM), BSNL for information and necessary action please.
6. Shri. N. K. Gupta, DIR(CFA), BSNL for information and necessary action please.