

Restructuring Cell, Corporate Office,
8th Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi-110001
Tel No 23734343 / 23037346



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Gov. of India Enterprise)

No. 4-2/2014-Restructuring

Date: 26th Aug. 2014

To

The Chief General Managers,
All Territorial and Non-Territorial Circles,
Bharat Sanchar Nigam Limited.

Subject: HOCC Discussions- Comments on recommendations of the consultant
M/s Deloitte on HR issues.

Sir,

During the recently held HOCC, recommendations given by M/S Deloitte Consultants on organization restructuring and HR plan were discussed. It was decided that that the complete report of the Consultants will be forwarded to the field units who will examine and forward their comments to corporate office in about two weeks time.

In view of the HOCC decision, Soft copy of the complete report submitted by the consultant is being emailed to you. You are requested to please arrange to send specific comments of your circle on the consultants' recommendations in the enclosed format latest by 10-9-14 to this office.

(Madhu Arora)
GM (Corp Restg/WS&I)

Encl: as above
Copy for kind Information of :

1. CMD, BSNL
2. All Functional Directors
3. All Executive Directors

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ANNEXURE

Circle's views on implementation of Deloitte Consultants' Recommendations on Restructuring/ HR issues

S. No.	Consultant's Recommendations on	Whether Consultant's recommendations can be implemented as such in your circle (Yes/No)	Whether Consultant's recommendations can be implemented with certain modifications (Yes/No)	If Yes, modifications required	If No, state reasons for non agreement to Consultants' recommendations
1a	Area Offices (for territorial circles)				
1b	Restructuring of Circle (for non-territorial Circles)				
2	Staffing norms for Executives				
3	Staffing norms for Non-Executives				
4	Clubbing of operational cadres JTO/SDE/AGM and JAO/AO/ CAO				

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