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सुजाता तपन रे

निदेशक (एच.आर.)

Sujata T. Ray

Director (H R)

D.O No. 500-55/2017/ERP/Pers.-I

Dated 09.11.2017

Subject: - Reduction of executive staff from Circle offices - Regarding

As you are aware that, current market condition in Telecom Industry is under turbulence and is passing through one of the toughest phase of business environment owing to stiff competition from telecom operators. The recent development in the sector has adversely affected the revenue of all telecom operators and BSNL is not untouched with that. In order to meet the growing market challenges, we need to foster efficient and uninterrupted Telecom services to our esteemed customers and thereby need arises to further strengthen the field units.

Keeping this idea in view, due action have already been initiated in HQ /Circle offices of BSNL in Delhi area. Accordingly, to put more executives in the field, it has been decided to transfer out executives from Delhi and reduce executives count by 25% irrespective of cadres and streams. In line with the decision, personnel section of BSNL CO vide letter dated 05.10.2017 has circulated the lists of long stayed executives at Delhi and the excess executives will be posted in field in the next few months.

Subsequently, the number of staff posted in various circle headquarters was also under examination. It has been observed that number of staff posted in circle offices vis-a-vis the total executive strength of the circles are also exorbitantly high. (Details is attached as **annexure-I**). The circles have been categorised into different categories for the purpose of comparison. On comparison, it is observed from the details that Maharashtra being one of the large Circle, has only 11% staff posted in Circle office where as small circle like J&K and Jharkhand has approximately 30% staff at the circle offices.

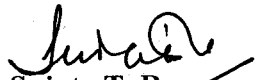
Accordingly, the circles are directed to limit the staff strength at circle office between 11% to 15% of total strength of circle (for Territorial and Metro districts) irrespective of cadres and streams. The percentage of staff in non territorial circles like Project and Maintenance shall also be uniform (i.e. the staff posted in H.Q. in WTR & WTR is around 5.2% whereas in ETR and NTR are 8.7% & 25.6% respectively, similarly in STP, NTP, WTP are around 11.3% to 13.8% where as in ETP it is 22.8%). So there is a need to post out excess executives from Circle offices to field units as per the administrative requirement, so as to improve the technical supervision and customer services in the field units. The same exercise may also be done by the CGMT office in respect of all the SSA's (BA) of their circle.

Similarly, the respective CGM's of other units like ALTTC, BRBRAITT, ITPC etc under category G may also review the staff working in their H.Q. and their sub units, so as to utilize the excess executives in the field.

A compliance report on the line action being taken by them shall be sent to personnel Section of BSNL CO New Delhi latest by 31.12.2017.

With Regards.

Yours Sincerely


Sujata T. Ray

To

All CGM's_BSNL

Annexure-I

The Details showing the Executive strength in the Circles and the Executives posted at Circle office (Both by count & in terms of % of total executive counts.

Sr. No	Name Of Circle	Total Executive Strength of Circle	Executive posted at Circle Office	% Executive Posted at Circle Office with respect of Circle Strength
A. Large Circles				
1	Maharashtra Telecom Circle	3850	427	11.1
2	Kerala Telecom Circle	2964	447	15.1
3	Andhra Pradesh Telecom Circle	4184	668	16.0
4	Gujarat Telecom Circle	2490	420	16.9
5	Tamil Nadu Circle	3117	540	17.3
6	Karnataka Telecom Circle	2820	521	18.5
7	Rajasthan Telecom Circle	2004	381	19.0
8	West Bengal Telecom Circle	1284	290	22.6
9	UP (E) Telecom Circle	1755	494	28.1

B. Medium Circles

1	Punjab Telecom Circle	2210	417	18.9
2	UP (W) Telecom Circle	1184	231	19.5
3	Madhya Pradesh Telecom Circle	1773	371	20.9
4	Haryana Telecom Circle	1073	239	22.3
5	Odisha Telecom Circle	962	235	24.4
6	Assam Telecom Circle	728	181	24.9
7	Jammu & Kashmir Telecom Circle	431	133	30.9
8	Bihar Telecom Circle	887	296	33.4

C. Small Circles

1	Himachal Pradesh Telecom Circle	674	151	22.4
2	North East - II Telecom Circle	321	84	26.2
3	Chhattisgarh Telecom Circle	464	128	27.6
4	Uttaranchal Telecom Circle	424	123	29.0
5	North East - I Telecom Circle	310	90	29.0
6	Jharkand Telecom Circle	464	141	30.4
7	Andaman & Nicobar Telecom Circle	81	81	100.0

D. Maintenance Regions

1	STR	951	49	5.2
2	WTR	655	34	5.2
3	Eastern telecom Region (ETR)	515	45	8.7
4	NTR	902	231	25.6

E. Project Regions

1	STP	408	46	11.3
2	NTP	275	38	13.8
3	WTP	268	37	13.8
4	Eastern Telecom Project (ETP)	180	41	22.8

F. Metro Telecom Districts

1	Chennai Metro District	1259	399	31.7
2	Calcutta Metro District	1304	610	46.8

G. Telecom Factories, Stores, ATLLC & BRBRAITT etc.

1	ALTTC	93	93	100.0
2	BRBRAITT	90	58	64.4
3	Network For Spectrum Circle	30	30	100.0
4	Telecom Stores	21	21	100.0
5	NATFM	17	17	100.0
6	Telecom Factory Jabalpur	64	64	100.0
7	Telecom Factory Mumbai	53	53	100.0
8	Telecom Factory Kolkata	71	16	22.5
9	Inspections	467	46	9.9
10	Broadband Networks	240	30	12.5
12	NCNGN	143	35	24.5
11	ITPC Pune	647	183	28.3
13	NETF	107	33	30.8