

# Sanchar Nigam Executives Association

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All Communications to  
the General Secretary



**Sebastin. K, General Secretary**

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**SNEA/CHQ/CMD/2018-21/104**

**Dated 07.09.2020.**

**To**

**Shri. P. K. Purwar,  
Chairman and Managing Director,  
BSNL, New Delhi.**

**Subject: We welcome Restg in BSNL by consolidation of Business Areas and rationalization of Work. However, drastic reduction of DGM level posts and creation of GM level posts by merging DGM posts will adversely affect the promotional avenues of the Executives and will create unnecessary financial burden on BSNL. Since the promotion upto AGM equivalent Grade is non-post based, Time Bound as per the new promotion policy and the promotion to DGM and above are post based, reduction in the number of DGM posts will affect the promotional avenues beyond AGM/CAO/EE Grade. Request to review some of the decisions reg:**

**Ref: BSNL Restg Cell No: 4-02/2014-Restg-Vol. V(pt.) dated 27.08.2020.**

**Respected Sir,**

The much awaited Restructuring of SSAs announced by the order dated 27.08.2020. We had given several suggestions in the past to BSNL management to utilize its own Executives for the Revival of BSNL by empowering them and reducing the dependency on officers on deputation. Naturally we expected that during the Restg process, focus will be for empowering the Officers and Executives of BSNL, having sufficient experience. However, the BA concept is formed with GM/PGM level Officers heading it, whereas the number of GM/PGM level officers available in BSNL is very few. The deputation of the ITS Officers will end in March, 2023, on diminishing basis. The number of ITS officer in BSNL this year (2020-21) is just 293 but the number of GM/PGM posts created by restructuring is much higher. So many GM level officers at the rank of Joint Secretary is required in a BA? Whether this Restg exercise by reducing the promotional avenues of BSNL Executives and increasing the GM/PGM level posts and keeping it vacant is going to help the Revival of BSNL? Even at present many GM posts are lying vacant in SSA/BAs.

- A.** GM/PGM posts are sanctioned by merging small SSAs, earlier headed by TDM/TDE (DGM/AGM). At the same time, even justified DGM/AGM level posts, based on the revenue or asset are not sanctioned for the larger SSAs at BA HQs. There should be DGM(Area–Op) based on the revenue. For example, not a single DGM post is sanctioned for operations in the SSA at the HQ of Category 2 BAs having 100 Cr to 200 Cr revenue. Earlier 4 to 5 Area Managers (DGMs) were working in those SSAs, depending upon the assets. In Finance stream, DGM (Acc & Budg) required instead of CAO (Acc & Budg) in Category 2 BAs.
- B.** Similarly, only one DGM post is sanctioned for operations in the field in Category 3 and 4 BAs with SSAs having 20 Cr or 50 Cr or 100 Cr revenue, whereas 2 to 3 Area Managers (DGMs) were working earlier.
- C.** Huge Transmission network is maintained by SSAs, more than the Maintenance Regions. However DGM(Tx Mtce) post is not sanctioned for the SSAs. Atleast one DGM(Tx) post is to be sanctioned for Category 1 and Category 2 SSAs, attaching 2 or 3 AGM(Tx) under them, depending upon the route length and Transmission systems. Two AGM(Tx) post is to be sanctioned for Category 3 and one AGM(Tx) post is to be sanctioned for Category 4 SSAs.

D. BTS maintenance is one of the important activity in BAs and hence one DGM(BSS) to be sanctioned for every BA.

**Drastic reduction in DGM (Area-ops) posts and creation of GM level posts by merging DGM posts will adversely affect the promotional avenues of Executives working for more than 30 years as Executive as promotion from AGM to DGM Grade is post based, depending upon the vacancy. Further it will unnecessarily increase the expenditure to BSNL and dependency on GM level Officers on deputation.**

**As per the new promotion policy approved by the BSNL Board, promotions upto AGM/CAO/EE Grade is non-post based by forming JTO to AGM equivalent Grades as a single cluster.** However, for maintaining the structure in the organizational set up, sufficient AGM, SDE and JTO equivalent posts are required.

**The order dated 27.08.2020 has been thoroughly studied and it has come to the conclusion that the following issues requires urgent review as per filed requirements and BSNL interest.**

- a) The concept of Area GM in Category 1 & 2 BAs is not at all required as GM level officer is not available in BSNL. **Reducing DGM posts and creating GM post in the name of Area GM not only reduces the promotional avenues, it will only create more expenditure to BSNL as GM level Officers are to be hired from DoT or from the market. In this financial crisis, when employees are not able to get the salary in time, borrowing from DoT at senior level has to be reduced to the barest minimum.**
- b) From the order, it is not clear the Area Operational Head is having the power for the effective utilization of the manpower with the power for Transfer and posting. **Without powers for transfer and posting within their area of operations, BSNL cannot make the Area Heads accountable. It is a very good decision to restore the financial powers of the Area Operational Heads which we are demanding for many years.**
- c) In Category 1 BAs, surprisingly Area GM posts are created by merging the Area Manager (DGM) posts. At present 4 to 6 Area Managers (DGMs) were working in those SSAs. One DGM (Area-ops) per 15 to 20 Cr revenue should be sanctioned for each SSA. Otherwise, the number of DGM post should be increased to minimum 3 under each Area GM. Similarly atleast one DGM(Tx) post is to be sanctioned, attaching 2 or 3 AGM(Tx) under them.
- d) In Category 2 BAs also, there is no need for Area GM post. One DGM (Area-ops) per 15 to 20 Cr revenue should be sanctioned for each SSA. Surprisingly no DGM (Op) post created under the Area GM. At present many DGMs are working in such SSAs, 4 to 5, as Area Managers (DGMs). It should be continued. Similarly atleast one DGM(Tx) post is to be sanctioned, attaching 2 AGM(Tx) under them.

In Finance stream, DGM (Acc & Budg) required instead of CAO (Acc & Budg).

- e) In Category 3 & 4 BAs, only one DGM post is sanctioned for operations in the field whereas 2 to 3 Area Managers (DGMs) were working earlier. DGM (Area-ops) per 15 to 20 Cr revenue should be sanctioned for each SSA. Two AGM(Tx) post is to be sanctioned for Category 3 SSAs and one AGM(Tx) post is to be sanctioned for Category 4 SSAs.

**With kind regards,**

**(Sebastin. K)**

- Copy to:** 1. Shri. Arvind Vadnerkar, Director (HR), BSNL Board for info and n/a pl.  
2-5. DIR(Fin)/DIR(CFA)/DIR(EB)/DIR(CM), BSNL Board for info and n/a pl.  
6. Shri. Manish Kumar, GM(Restg), BSNL CO for info and n/a pl.  
7. Shri. A M Gupta, Sr GM(SR), BSNL CO for info and n/a pl.