



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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To

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

Sub: Ensure Promotional avenues before Restructuring and unscientific post reduction – Central Working Committee meeting of SNEA urges BSNL Management. SNEA will be compelled to oppose any Restructuring and post reduction before implementation of Time Bound Promotion Policy for the BSNL Executives, CWC unanimously decided:

Respected Sir,

The Central working Committee (CWC) meeting of Sanchar Nigam Executives' Association (SNEA) held on 29.08.2021 had detailed discussion on the draft Restructuring Plan and consequent post reduction. The CWC was held mainly to discuss this issue.

It was brought to the notice of the management through many letters and various discussions that the norms are unscientific and proposed without making any field study. Normally norms are framed after conducting field study. During the discussions, management could not explain properly, how the proposed numbers are arrived at for various cadres. It appears that management first decided the total number and then distributed among various cadres without making any study on the actual field requirements. After fixing the number, the norms are framed to arrive at the pre-determined number.

This cannot be treated as Restructuring. The practical issues raised by the Association at various occasion are not addressed so far like:

1. The norms for JTO, SDE, AGM etc made more stringent comparing to the present norms. In fact the norms should have been made more liberal considering the large scale closure of land line and BB connections. Eventhough the number of connections comes down drastically, the external plant, UG cable network and the Exchanges remain the same. Geographical area also not taken into account. **By the revised norms, it will become practically impossible to maintain the network and provide services resulting collapse of the network.**
2. Provisional norms for Transmission maintenance require urgent revision. All operators are giving top most priority for the OFC backbone but BSNL is neglecting this critical area.
3. More Executives required in filed units comparing to Offices, for generating revenue. Due to the stringent norms for field units, just reverse will happen in the future.
4. Working strength is more than the proposed sanctioned strength in cadres like SDE(T), JTO(E), JAO, AO etc.
5. Hierarchy not followed between AGM & DGM cadres and DGM & GM Cadres. For maintaining Hierarchy, minimum 2 AGMs under each DGM and 2 DGMs under each GM required.
6. By 2023, the deputation of ITS Officers in BSNL will end. There is no road map for empowering the BSNL Executives to take up the higher responsibilities and lead BSNL by 2023, reflecting lack of vision.

7. After VRS, there are many vacancies in many cadres. Management is going ahead with Restructuring and drastic cut in the number of posts even without filling these vacancies. BSNL management deliberately stopped all the promotions for completing the Restructuring.

Till recently, management has taken the position that promotion cannot be given in any cadre due to the court order from CAT/Chandigarh on Reservation issue and the legal advice received from the Attorney General of India through Law Ministry, DoPT and DoT regarding reservation in promotion. Since JTO to SDE promotion order is already issued, overcoming the hurdles of Reservation, management cannot claim further that there is hurdle for promotion in any cadre including AGM, CAO, AO etc due to reservation.

It may be noted that after VRS, there are many vacancies in each cadres. The chart shows the vacancies (excluding the MT quota utilizing for Adhoc promotions), existing as on today. **Surprisingly in some cadres like AGM(T) cadre, the total number of posts proposed are even less than the existing vacancies.**

Cadre	SDE(T)	AGM(T)	DGM(T)	SDE(C)	EE(C)	SE(C)
Vacancy	5509	3159	1183	364	49	36
Cadre	SDE(E)	EE(E)	SE(E)	AO	CAO	DGM(F)
Vacancy	123	41	30	-175	262	346

The CWC meeting unanimously decided that the move for Restructuring and post reduction without addressing the promotion issue cannot be accepted at all. It will block the promotion avenues of all the Executives, except few seniors. At the same time, BSNL management forgot its assurance that before Restructuring and post reduction, BSNL will switch over to Time Bound Promotion Policy as followed in other CPSUs, delinking promotion from availability of posts.

CWC meeting unanimously decided to oppose by all means, the present Restructuring plan made in the most unscientific manner and consequent post reduction without switching over to Time Bound Promotions. CWC reiterated that Time Bound Promotions is to be implemented before Restructuring and any post reduction.

CWC urge BSNL management to address this most important issue of BSNL Executives on top most priority before Restructuring and post reduction and avoid any industrial unrest in the company at this crisis period.

With kind regards,



02/09/2021

(Sebastin. K)

- Copy to:** 1. Shri. Arvind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.
2. Smt. Yojana Das, Director(Fin), BSNL Board for info and n/a pl.
3. Shri. Vivek Banzal, Director(CFA), BSNL Board for info and n/a pl.
4. Shri. S. K. Mishra, Director(CM), BSNL Board for info and n/a pl.
5. Shri. V. Ramesh, Director(EB), BSNL Board for info and n/a pl.
6. Shri. R. K. Goyal, PGM(Pers), BSNLCO for information and n/a pl.