



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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All Communications to
the General Secretary

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No: SNEA/CHQ/SEC DOT/2018-21/20 Dated 14.12.2020.

To

1. Shri. Anshu Prakash, Secretary (Telecom), DoT, Sanchar Bhavan, New Delhi-110001
2. Shri. P K Purwar, Chairman and Managing Director, Bharat Sanchar Nigam Limited Janpat, New Delhi-110001

Sub: As per the Union Cabinet decision of 13.02.2013, maximum ITS Officers to be deployed in BSNL in 2020-21 is 293 where as about 430 Officers are working today. After large scale VRS and Restructuring of Business Areas (BAs), requirement of GM level officers come down drastically. There is no need for any DGM level ITS officers on deputation as 1550 AGM/DGMs with 25 to 30 years of experience is available in BSNL. About 230 ITS Officers are working in excess in BSNL on deputation (135 as per deployment plan) and about Rs 11.5 Crores per month is spending for this. Excess ITS Officers working in BSNL on deputation should be sent back to DoT.

Ref: 1. Deployment of ITS officers in BSNL/MTNL vide DoT letter No: A-11013/64/2012-Abs. Cell(II-B) Dated 11.03.2013.

2. SNEA letter to Secretary DoT vide No: SNEA/CHQ/SEC DOT/2018-21/17 Dated 10.02.2020.

Respected Sir,

The unabsorbed ITS Officers are deployed in BSNL as per the Union Cabinet decision taken on 13.02.2013. They were deployed in BSNL for a maximum period of 10 years, on a diminishing basis. By the end of 2022-23, their deputation in BSNL and MTNL will end and the number of ITS Officers on deputation will become Zero. As per the Cabinet decision, BSNL/MTNL has to make its own Officers ready before the end of 2022-23. The deployment of ITS Officers in BSNL and MTNL is done through the DoT letter dated 11.03.2013 under ref.1 above (**Copy enclosed as Annexure - I**). As per Cabinet decision, the maximum number of Officers deployed in BSNL for 2020-21 is 293, as given below. The number will further come down to 199 in 2021-22:

Year	No of ITS Officers posts to be operated in BSNL on temporary and diminishing basis.			
	HAG	SAG	JAG	Total
2020-21	00	239	54	293
2021-22	00	199	00	199

Since 1550 AGM/DGMs with 25 to 30 years of experience is available in BSNL, there is no need for any DGM level officer on deputation in BSNL.

The Officers on deputation are handling the HR matters in BSNL for years together and they are not allowing the BSNL Executives to get promotion to DGM level or higher posts for justifying their deputation and continue with that. BSNL Executives are allowed only for Look after or Adhoc or Provisional promotions for years together, in all the Cadres. This can be verified in BSNL from the fact that no regular promotion taken place after the VRS and thousands of Officers are on LA arrangement, today also. This situation will change only when HR activities in BSNL is handled by BSNL own Officers.


After VRS, just 63,000 employees are remaining in BSNL and massive restructuring is taking place. The revenue has come down and the number of SSAs to be headed by GM/PGM level officers also comes down drastically. After restructuring of SSAs to BAs, the actual requirement of GM/PGM level officers is less than 200. In fact only 50% Officers at the level of GM/PGM level is required in BSNL on deputation. At the same time about 430 Officers are working in BSNL on deputation, about 230 in excess of actual requirement. As per the deployment plan of 2013 itself, 135 Officers are excess. This Association vide the letters dated 16.10.2019 and 11.11.2019 addressed to the CMD/BSNL explained how officers of PGM and GM rank on deputation from DoT are unnecessarily posted to SSAs having 3,000 to 20,000 connections, which are normally headed by BSNL own officers at TDE or TDM(DGM) level. Just to accommodate these officers, they are posted as per their convenience, more in major cities and sometimes more than one in the same SSA.

After the Restructuring, it is observed that in many places, GM level Officers are posted just for accommodating them, not as per BSNL requirement. For example, in a very small Circle like Chhattisgarh (equivalent to a Category II BA in terms of revenue), 7 GMs are posted in the Circle Office alone (Copy enclosed as Annexure -II). Similarly for many small Circles. Actual requirement of GM in such circles is 2 or 3. At the same time, only 5 GMs are working in the Circle Offices of big Circles like Kerala and Gujarat having more than 4 time revenue than Chhattisgarh Circle. Excess posting of Senior Officers at the same place also creates operational issues.

The average expenditure for a GM level officer is more than Rs 5 lakhs per month. By keeping around 230 ITS Officers in excess, BSNL is unnecessarily spending around Rs 11.5 Crores per month. This amount can be effectively utilised for maintaining the network.

Sir, deployment of ITS Officers in BSNL in excess of the deployment plan approved by the Union Cabinet in 2013 is illegal. They should be sent back to DoT immediately, starting with the 135 Officers who are excess as per the deployment plan. Only those Officers willing to continue in BSNL and ready to work as per the requirement of BSNL at GM/PGM level may be retained in BSNL, within actual requirement of BSNL.

With kind regards,


(Sebastin. K) 14/12/2020

Copy to: 1. Shri. Ravi Shankar Prasad, Hon MoC & IT, Govt of India, New Delhi for info pl.

2. Shri. P. K Purwar, CMD, BSNL for information and n/a pl.

3. Smt. Anita Praveen, Addl Secretary, DoT for information and n/a pl.

✓ 4-5. DIR (HR)/DIR (Fin), BSNL Board for information and n/a pl.

6. Shri. Navneet Gupta, Joint Secretary(A), DoT for information and n/a pl.

Enclosure: Annexure I & II



14/12/20