

Subject: Suggestions for corrective action in modifications in Present Proposal with approval of Third PRC and Upgraded Standard pay scales.

1. It is required that present OA/BA and Circle structure may be continued and depending on requirement at SDCA level, the JTOs may be recruited, promoted from JE cadre as one time measure. But before that SDCA level requirement may be accessed.
2. No need of massive disturbance by creating Zonal areas by abolishing OA/BA Concept with two verticals in it. Instead of creating two posts at Zonal level will continue conflict among officers of two vertical and it will have adverse impact on larger area covered under zone. Continuation of OA and BA with independent authorities with less geographical area at OA/BA level will give effective monitoring and ownership as desired.
3. No need of separate in charge for Maintenance and marketing activities and entire activities with required powers may be continued with OA or BA Heads.
4. There is need to delegate certain Financial powers to OA/BA Heads and even Circle to meet the day to day expenditure and works within their jurisdiction.
5. There is need for independent posting of JTOs/SDEs as the work responsibility will be shared and one can focus on the comparatively smaller area and responsibilities given to him.
6. JTOs/SDEs are required to monitor and supervise activities and hence posting needs to be decided accordingly.
7. Instead of present separate posting of staff and executives at Gram Panchayat Level posting should be continued at office at Block and above level and if there is business need or BSNL Connections and revenue is more then team of BSNL should be posted even at Group Gram Panchayat with location at highest population. The earlier group concept needs to be reintroduced that to be on need basis to meet present requirement.
8. Junior Engineers, Telecom Technicians, Assistant Telecom Technicians and Telecom Operating Assistants are given double reporting to JTOs as well as SDEs and with independent posting of JTOs the same can be taken care.
9. BSNL has to first finalise the tenders for maintaining the FTTH services handed over by BBNL to BSNL and also vendors/contract workers for Mobile Network maintenance. Before any restructuring plan these two activities must be given priority but BSNL Management has proposed in reverse directions. But instead of these priority works, BSNL has opted for dislocating entire staff available in hand which is responsible for

maintaining the available Network at Semi Urban, Urban and city area, where more revenue is generated.

10. BSNL needs to first identify who is having justified work and who do not have even having sufficient work. But without any such assessment, direct Restructuring Order is issued on holiday makes everybody panic creating doubts on intention of Management.
11. Over last decade BSNL has shifted its focus from own manpower for line maintenance to outsourcing all this work to vendors/ contractors. Main issue is that tenders are floated at Circle level for certain areas, zones at Circle or Corporate level wherein only contractors with high turnover are eligible and they quote low rate for grabbing contract and intend to not do desired work but to pay penalty which is limited to maximum 10 to 18 percent of tender cost. Vendors prefer to pay this fixed maximum penalty and enjoy remaining amount received without to depth work. Thus vendor works up to mark or not, he gets about 85% to 90% of tender value and he does not bother about penalty deducted as it is neither earned by him nor lost by him. There is need to have decentralised tender as per and for the requirement of SDCA/OA/BA level and one vendors should not be allotted works in more than two OAs/BAs.
12. The centralised Tender for Stores/Material may be continued, but requested that all the tenders related to maintenance of the services should be decentralised at BA levels for effective utilisation of services.
13. Instead of going ahead with unilateral implementation, BSNL Management should first start detailed consultations with the Unions and Associations.
14. The restructuring plan must clearly explain the business model, the financial rationale, the expected revenue growth, the operational benefits and the profitability that will come out of the proposed changes, prepared without disturbing the existing three-tier structure of Corporate Office, Circle and Business/Operation Areas and mainly giving consideration of generation of revenue for BSNL.
