

केरल परिमंडल KERALA CIRCLE

दूरसंचार भवन, पी.एम.जी.जंक्शन

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भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

Dated 28th March, 2022

To

The Director (HR),
Bharat Sanchar Nigam Limited
New Delhi-110001

Respected Sir,

Sub : Restructuring proposal of BSNL Kerala Circle – Requirement of manpower - reg

Ref : BSNL CO Letter No. 4-2/2021-Restg dated 17.11.21, 23.11.21 & 24.11.21

Based on the guidelines issued by BSNL Corporate Office, Kerala Circle has prepared a detailed restructuring plan for all the BAs as well as Circle Office which is enclosed as Annexure.

It is to mention here that all the posts given in the restructuring plan could not be filled due to shortage of executives/non-executives. The following facts are brought to your kind attention in this regard:-

1. After the BSNL VRS 2020, the staff strength across all cadres has been reduced by more than 50% in Kerala Circle. The Circle now has staff strength of 3750 employees' comprising of 2011 executives and 1739 non-executives.
2. In Kerala Circle, there are 628141 Landline working connections, 164169 Broadband connections and 385087 FTTH connections. In CM segment as well, there are 280442 post-paid connections, 10286753 prepaid connections and 7765 no of EB customers. It is submitted that there are 170 exchanges having more than 1000 lines and we have 24404 kilometres of OFC, 5769 2G, 4734 3G, 914 4G BTSs and around 16831 leased circuits.
3. 97 numbers of JTOs are working in Kerala Circle from outside states, 90 out of them are about to complete 5 years in the state and they have requested for transfer to native states citing various reasons. This includes lady officers as well.
4. Cadre wise staff details are given below. It can be seen that there is acute shortage viz a viz sanctioned strength across all cadres, except in certain non-executive cadres

Cadre	Sanctioned	Available
DGM	72	14
AGM	425	107
SDE/JTO	2070	1512
DGM(F)	27	0
CAO	60	3
AO/JAO	278	275
JE	1176	377
OS/AOS/SOA/JOA*	318*	328
TT/ATT	2810	932
PA/PS/PPS	19	4

* see point 7

-: 2 :-

5. Due to shortage of manpower after VRS, many activities are outsourced. However, core networks and activities are handled by BSNL employees. Hence redeployment of executives and staff is very much necessitated.
6. In the restructuring plan given by Corporate Office, requirement in L&B Wing, BBC, FTTH etc. have not been considered. In Kerala Circle, we have an increasing market share in FTTH segment, which we are pushing very hard way all means. L&B also, renting out and effective utilisation of staff spare spaces etc. are being done with a view to increase revenue from this stream considerably.
7. **The sanctioned strength in respect of OS/AOS/SOA/JOA cadre is only 318, however minimum staff required as per the guideline issued No.4-2/2021-Restg dated 17.11.2021 arrives to 520. Hence it is requested to increase the Sanctioned Strength in the cadre of OS/AOS/SOA/JOA.**
8. In the cadre of Junior Engineers, due to acute shortage, it is requested that Kerala Circle be permitted to recruit Junior Engineers, as per the requirement.

Considering the revenue generated and the fact that most of the districts in Kerala have geographically difficult terrain conditions (Munnar, Idukki, Palakkad, Kannur, Kottayam, Ernakulam, Trivandrum etc.) human resource requirements are more than the national standards fixed.

Therefore, we are of the opinion that above restructuring plan is having operational limitations due to shortage of manpower. It is requested to kindly look into the facts and posting of adequate manpower may be ensured all across, so that the Circle would be in a better position to achieve the desired goals.

Encl: As above.


(G.V. Vinod)
Chief General Manager