

**SNEA/CHQ/CMD/2015-18/61**

**Dated 06<sup>th</sup> February, 2017.**

**To**

**Sri Anupam Shrivastava,  
Chairman and Managing Director,  
BSNL, New Delhi.**

**Sub: Increasing the number of DGM(T) posts by matching savings to address the huge stagnation in Telecom Engineering side in comparison with other streams. In addition, the DGM posts occupied by ITS officers really hampering the existing promotional avenues -- It is high time to address it when HR plan is getting finalised.**

**Respected Sir,**

We are continuously bringing to your kind notice about the huge stagnation in Telecom Engineering wing in comparison to other streams. Eventhough Telecom Engineering wing is the revenue earning stream for BSNL, working in the field units with all adverse conditions, the promotional avenues and recognition is much much lesser comparing to other streams.

**a)** Now for the promotions upto AGM Grade, CPSU Cadre Hierarchy is under active consideration and discussions are in the advanced stage. In the case of DGM posts, the situation is worse. Only 1303 DGM posts are sanctioned against the combined strength of 70072 for JTO, SDE and DE. In this limited sanctioned strength of 1303 posts, more than 300 posts are occupied by the ITS officers on deputation, resulting the total sanction less than 1000, hampering the existing promotional avenues for the DEs.

**b)** Large number of GM posts is lying vacant in Circles. Naturally all the workload is coming on the shoulders of the few DGMs. There is no justification in showing so many GM posts on paper as sanctioned strength and keeping them vacant for ever as eligible candidates are not available. To share the work load, the number of GM posts can be reduced and more number of DGM posts can be created.

**c)** There is huge difference in the ratio between the combined sanctioned strength of JTO+SDE+DE with DGM(T) and the combined sanctioned strength of JAO+AO+CAO with DGM(F). The DGM posts are almost double in Finance wing comparing to Telecom Engineering wing. The higher sanctioned strength of DGM(F) posts gives better promotional avenues to that stream, a very good motivation. In the latest manpower plan or HR plan, there was an initial proposal to increase the DGM(T) posts but in the final proposal Circulated in 2014, the proposal modified and retained the same sanctioned strength.

**d)** The chart gives a picture about the cadre strength of DGMs and the ratio maintained:

<b>Cadre</b>	<b>Number</b>	<b>Cadre</b>	<b>Number</b>	<b>% of DGM posts</b>
JTO+SDE+DE (39178+25591+5303)	70072	DGM(T)	1303	(JTO+SDE+DE) & DGM(T) <b>1.86%</b>
JAO+AO+CAO (6703+3725+1347)	11775	DGM(F)	402	(JAO+AO+CAO) & DGM(F) <b>3.41%</b>

<b>Revised Manpower plan</b>				
(JTO+SDE)+DE (37033+6172)	43205	DGM(T)	1303	(JTO+SDE+DE) & DGM(T) <b>3.02%</b>
(JAO+AO)+CAO (5517+920)	6437	DGM(F)	402	(JAO+AO+CAO) & DGM(F) <b>6.25%</b>
<b>Revised Manpower plan (Ratio for DE/CAO:DGM)</b>				
DE	6172	DGM(T)	1303	DE & DGM(T) <b>21.11%</b>
CAO	920	DGM(F)	402	CAO & DGM(F) <b>43.70%</b>

It is high time to address the issue and render justice to the cadres. Considering the acute stagnation and large no of Executives working in DE level,

**a) the number of DGM(T) posts may be increased to 2500 by matching savings.**

**or**

**b) a reasonable ratio may be maintained in the new HR pan for DGM posts with that of DE posts in all the equivalent streams.**

**Thanking you,**

**With regards,**

**(K. Sebastin)**

**Copy to:**

1. Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Shri N. K. Gupta, DIR(CFA) BSNL Board for information please.
3. Shri N. K. Mehta, DIR(EB) BSNL Board for information please.
4. Shri R. K. Mittal, DIR(CM) BSNL Board for information please.
5. Shri Deb Kumar Chakrabarty, PGM(Pers) for information and n/a please.
6. Shri Ashutosh Gupta, GM(Restg) for information and n/a please.
7. Shri A M Gupta, GM(SR), BSNLCO for information please.