

No: SNEA/CHQ/DIR(HR)/2015-18/57
To

Dated 06th February, 2017.

Smt Sujata T Ray,
Director (HR), BSNL Board,
New Delhi.

Sub: Finalization of HR plan – Revolving around Deloittee recommendations and figure arrived by the consultant will not meet the requirement of the company as Deloittee never made any case study on the field requirements – Staffing norms are to be finalised to meet the operational requirements considering the ground realities:

Ref:- 1. SNEA(I)/CHQ/GM(Restg)/2012-14/02 Dated 19th January, 2014.

2. SNEA(I)/CHQ/DIR(HR)/2012-14/68 dated 19th February, 2015.

Respected Madam,

From the beginning, this Association was reminding the management about the need for framing staffing norms for creation of posts, especially new areas, rather than depending on the Deloittee recommendations. More than two years passed, nothing concrete in this regard is visible so far. Still we are revolving around Deloittee recommendations. Without framing the norms, how the justification and sanction of posts will be made by Circles and SSAs, it is not known.

Some of the deadly consequences of the Deloittee recommendations, if it implemented as it, is listed below:

a) If the Deloittee recommendations are implemented without change, all the Exchanges in Rural areas, North East, Tenure and difficult areas are to be shut down immediately, there is no other go. The sanctioned posts in these areas will be drastically reduced, by 2/3rd and practically it will become impossible to maintain them. Deloittee had made case study of Kerala Circle mainly for CFA and made recommendations across the country on Kerala model! The number of landline connections in one SSA of Kerala Circle is more than that of entire Bihar Circle. Whether BSNL can maintain the entire Bihar Circle with the same sanctioned strength of one SSA of Kerala circle?

b) No posts are justified or norms are framed for Transmission Maintenance Regions like NTR/STR/ETR/WTR, Project Circles like NTP/STP/ETP/WTP/NETF/ITPC/NFS, other common circles like Inspection Circle, BBNW, Training centres, Data centre etc. So these Circles/Units are to be closed down immediately on implementation of the recommendations.

c) No posts or norms are framed for BB provisioning and maintenance, Wi-Max, FTTH, Leased Circuits, MPLS Circuits etc. So how these potential business areas will be maintained, not known.

To overcome the situation, the following suggestions are given:

1) The sanctioned posts of NTR, STR, ETR, WTR, NTP, STP, ETP, WTP, NETF, ITPC, NFS, Inspection Circle, BBNW, Training centres, Data centre etc can be added. The

sanctioned posts particulars for NTR/STR/ETR/WTR and NTP/STP/ETP/WTP are furnished at **Annexure** for reference.

2) For multi exchange areas, urban areas and Metros, proposed norms of 2705 DELs can be considered.

3) For scatted assets with Exchanges less than 1000 DELs and upto 500 DELs, the norms should be one post for 1500 DELs.

4) For Exchanges less than 500 DELs and Exchanges of difficult terrain (eg: NE, Assam, J&K, A&N, HP, UKD, Lakshadweep etc) the norms should be one post for 1000 DELs.

5) Norms for Broad band provisioning and maintenance is to be separately framed. It is suggested that it can be given 50% weightage of a land line.

6) Norms for EB like Leased circuits, MPLS circuits, FTTH, Wi-Max etc are to be separately worked out as it is a separate vertical and the functions are entirely different.

It is requested that these points are to be deliberated in an extensive manner within BSNL before the matter is presented to the HR Committee and BSNL Board where external members are also present.

Thanking you,

With regards,

(K. Sebastin)

Copy to:

1. Shri Anupam Shrivastava, CMD, BSNL for information and n/a please.
2. Shri N. K. Gupta, DIR(CFA), BSNL Board for information and n/a please.
3. Shri N. K. Mehta, DIR(EB), BSNL Board for information and n/a please.
4. Shri R. K. Mittal, DIR(CM), BSNL Board for information and n/a 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.