



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

(Largest Association of Executives in BSNL)

SNEA Bhavan, Dharmalayam Road, TVM-695001

| | | |
|-------------------------|-------------------------|--------------------------|
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No.SNEA/Kerala/2018-19/II/145

dated 15th Oct 2020

To

Sh. C V Vinod,

Chief General Manager Telecom,

BSNL, Kerala Circle,

Thiruvananthapuram-33

Respected Sir,

Sub: Effective utilization of the professionally qualified and highly competitive Civil Engineers available in the Circle, need to motivate the well experienced workforce and explore sources of additional revenue generation for BSNL, our suggestions, reg:

The following suggestions regarding proper deployment of manpower in the Civil wing in Kerala Circle are brought to your kind consideration.

The post VRS scenario demands more effective utilization of the professionally qualified and highly competitive civil engineers working in BSNL who have already proved their skill and expertise in in-house as well as in external projects. It is the right time to channelize the synergy for the future working of restructured BSNL to bring additional sources of revenue instead of blindly following Govt /CPWD norms and specifications.

1. **External Projects:** External projects can be managed by exclusive and dedicated engineers after forming three division offices (TVM, EKM, CLT) under a CE and SE and a design/planning office. SDEs/JTOs may be posted for major works/cluster for minor works. Volunteers can be called for forming the workforce. Engineers on temporary/ contract basis or apprentices may be employed, if required, for undertaking external projects in time bound manner. Accounts of the already completed works may be settled on priority basis.

2. **Maintenance works and day to day activities in BAs:** For proper upkeep of buildings and attending petty works, a comprehensive work contract system may be introduced in BAs on cluster basis. The team can manage preventive/minor repairs of buildings including supply of minor consumables, clubbing with the upkeep of buildings being followed now. Expenditure on housekeeping can be reduced as cluster system will reduce the wastage of manpower to a greater extent. Drainage blocks/water supply and sanitary breakdowns, compound cleaning, terrace cleaning etc. can be brought under a single umbrella to reduce cost and increase effectiveness. Preventive

maintenance and close monitoring of the system on a regular basis will reduce breakdown and expenditure. Officer in charge of buildings/complex shall monitor the works and certify the bills.

3. **Annual maintenance/painting of buildings:** Consolidated estimate can be prepared for each building with the set of measurements available at office. Tender can be floated against these estimates with detailed specification for each item. Work can be supervised by SDE/JTO under the AGM (L&B) attached to each BA and the bills can be generated in ERP on completion. This can save good number of man hours and the human resources can be utilised productively.

4. **Leasing out/Leasing in/Tax/Land Monetization works:** Most of the BAs are struggling hard to meet the stiff but achievable target set by the CO for revenue generation by leasing out land and buildings. Many buildings are in dilapidated condition at present making it difficult/impossible to lease out. Comprehensive maintenance activities are essential for these assets before leasing out. Considering the huge revenue target fixed by the DoT, an effective mechanism is to be evolved at each BA level. Now this is being managed by the DGM (Planning) of BA assisted by AGM (Planning)/DE (NWO) wasting valuable time and energy of technical officers whose expertise can be better utilized in main stream business. These works, if entrusted to a team led by AGM (Civil) posted under DGM (Planning) as envisaged in the new restructuring proposal can deliver better results.

Similarly, huge potential of saving money beckons in space audit of departmental buildings as well as rented TEs on vacating the unwanted space. These activities and FRAC meetings can effectively be managed by the civil engineers deployed under the BAs as mentioned above. Tax and legal cases also can be dealt by these executives in a better manner.

5. **Staff pattern in the restructured scenario.**

| Type of BA | | DGM C/E | AGM C/E | SDE C/E | Total Additional Posts |
|---------------|----|------------|------------|------------|------------------------------|
| Very large BA | 1 | 1 | 2 | 4 | 7 |
| Medium BA | 6 | | 6 | 12 | 18 |
| Small BA | 4 | | 4 | 8 | 12 |
| Total | 11 | 1 | 12 | 24 | 37 |

If the above staff pattern is implemented in letter and spirit over and above the proposed structure of civil wing, we feel that all targets assigned to the Circle for additional revenue generation can very well be achieved that too in a smarter way.

Thanking You,

Sincerely Yours



Jithesh K P

Circle Secretary

SNEA Kerala Circle