



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

## KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)  
SNEA Bhavan, Dharmalayam Road, TVM-695001

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**No.SNEA/Kerala/2020-21/II/105**

**dated at TVM**

**the 23<sup>rd</sup> May 2020**

To

**Sh. C V Vinod,**  
**Chief General Manager Telecom,**  
**BSNL, Kerala Circle,**  
**Thiruvananthapuram-33**

Respected Sir,

**Sub: Shortage of Executives in SDE cadre - Calling volunteers for LA – reg**

In Kerala Circle out of sanctioned strength of 1803 SDEs only 560 SDEs are working at present. Even if the posts of 229 SDEs who took VRS are abolished, the resultant vacancies left would be 1014. The regular promotion to the SDE cadre was done against the vacancies of 2010-11 in the year 2018. On account of promotion of 400 SDEs to the cadre of DE, the number of SDEs again got reduced, but the executive at DE level was available in the field units and in fact all these DEs were taking the primary responsibility of SDEs including outdoor maintenance and temporary advance handling. On implementation of BSNL VRS 2019 scheme, most of these DEs as well as good number of senior SDEs took VRS resulting acute shortage in the case of SDEs and DEs. As far as DE cadre is concerned, out of the 382 sanctioned strength the present working strength including LA is only 144.

From the above it is clear that there is acute shortage in middle level supervisory cadre of SDEs and DEs. However due to recent recruitment in JTO cadre, our working strength of JTOs is comparatively better. At present in some BAs one SDE is now heading more than one cluster with more than 20 exchanges with 25K Landlines.

In the changed outsourcing scenario, none of the regular routine works of SDE/JTOs have been outsourced. The Planning, construction/installation and maintenance of Mobile, Switching, Transmission, BB, FTTH, Marketing, EB, Commercial activities are still left with executives. For effective improvements in our LL maintenance and strengthening CFA sector with BB and FTTH, executives at field level is very much essential.

All these emphasise the need of SDE cadre in each cluster for the strict monitoring and adherence of external plant outsourcing tender conditions along with marketing/provision of various services like FTTH by BSNL/through LCOs.

In BSNL, regular promotions in the cadre of SDE is pending since 2011 vacancy year and all circles are meeting the requirement by Looking after arrangement from JTOs. But in Kerala circle the LA was not resorted on account of certain court cases. While JTOs of recruitment year 2007 and later are working as SDEs on LA basis in other circles, in Kerala circle the JTOs of 2001 recruits are still working as JTOs which is definitely not a matter of pride for the circle which stood at number one position as far as revenue generation, market share, efficiency etc. in all sectors.

In the back drop of above scenario we request the Circle administration to consider ordering LA arrangement in SDE cadre from among JTOs to meet the acute shortage in SDE cadre. Since the LA is ordered from among the volunteers that too mostly on BA basis and not based on circle/all India Seniority, it will not invite any litigation as happened in the past.

Thanking You,

Sincerely Yours



**Jithesh K P**  
**Circle Secretary**  
**SNEA Kerala Circle**

Copy to Shri Sathesh.R, GM(HR&Admin), Kerala Circle