



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/2018-19/II/82

dated at TVM

the 04th March 2020

To

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

Sir,

Sub: Posting of adequate Executives, including BA Heads, to Kerala Circle, reg:

The executive strength in Kerala Circle, one of the most potential circles in India, has declined much in the post VRS scenario in all grades. This shortage has badly affected the performance of field units and smooth functioning of offices. It may be noted that though the percentage of Executives availed VRS in Kerala circle is nearly the same compared to all India figures, the assets held and the revenue being earned by the circle are considerably high compared to other circles. Moreover we need to consider the market share in various circles as well. These three aspects in Kerala circle are to be duly considered while arriving at figures of executive strength to be deployed in the circle.

Outsourcing model being adopted in the post VRS scenario in CFA outdoor, OFC maintenance and CSCs can be made effective only with the active participation of field executives and their diligent monitoring of such activities getting outsourced. For this to happen, adequate executive strength at all levels is to be ensured. The executive staff strength in field at present doesn't help BSNL much to achieve the operational and provisional targets in various verticals even in the outsourced scenario.

The strength of accounts and finance officers in Circle and BA offices is too low to maintain proper office functioning even in the ERP scenario. Similarly, acute shortage of executives is there in Civil wing. Even though new targets have been assigned to BAs for real estate monetization, no structure has been chalked out for its actual realization. Instead officers in civil wing who are already loaded with monitoring of external projects

have been given additional responsibilities which may not help to achieve targets in both fronts.

Also, it is to be noted that exclusive BA Heads are not available even in important BAs like Kannur, Malappuram and Kottayam. It is understood that GM level Officers posted to Kannur and Malappuram as BA Heads a few months back are yet to join the posts. It is learnt that the financial performance of all eleven BAs in Kerala circle as commented in the last HOCC was far better than all other BAs in India.

In this regard, it is requested to consider the following suggestions.

1. Posting of exclusive BA Heads to Kannur, Malappuram and Kottayam BAs on priority.
2. Posting of adequate number of JTOs/SDEs/DEs in the field proportionate to the quantity of assets and revenue.
3. Posting of sufficient Accounts and Finance officers in the grade of JAOs/AOs/CAOs to all offices.
4. Ensuring adequate strength of executives in civil wing in BAs to spearhead real estate monetization activities to generate immediate additional revenue.

It is requested that Circle administration may bring the above suggestions to the notice of Corporate Office for their active consideration and even requesting the HR section to divert Executives in all grades from other circles to Kerala circle proportionate to the assets we hold and the revenue we generate in the post VRS scenario and to ensure smooth O&M of telecom networks in the most potential circle of BSNL.

Thanking You

Sincerely Yours



Jithesh K P.
Circle Secretary
SNEA Kerala Circle

Copy to:

1. Shri.R.Sathesh, GM (HR & Admin), Kerala Circle
2. Sh. K Sebastin, GS, SNEA CHQ