



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

## KERALA CIRCLE

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

**Circle President**  
**George Varghese**  
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**No.SNEA/Kerala/2018-19/II/116 dated at TVM the 03/07/2020**

To

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

Respected Sir,

### **Sub: Looking Arrangements in CAO cadre reg:-**

- Ref:- (1) SNEA/Kerala/2018-19/II/78 Dated 28/02/2020  
(2) SNEA/Kerala/2018-19/II/98 Dated 30/04/2020  
(3) HR-II/1-3/2018/113 Dated 30/06/2020  
(4) HR-E/11-5/2020-21/13 Dated 01/07/2020

While expressing our sincere gratitude to your good office for issuing CAO looking after orders, we once again remind that the requirements in CAO cadre are yet to be addressed. This association has already pointed out the necessity to fill the minimum requirement of CAOs through LA arrangements in the BAs as well as CGMT office. Through several letters and meetings we have been conveying the field reality but without any tangible result.

In the absence of sufficient number of CAOs in the critical positions which earlier were serving as important coordination points, BAs are struggling to complete their assigned tasks in a time bound manner. This was evident during the just concluded Branch Audit also. In BAs like Ernakulam & Kottayam even the seniors are not figuring in the recently issued LA orders. The situation has in fact led the BAs to issue LA orders to overcome the shortages. The LA arrangement ordered (though had to be cancelled later) by the EKM BA is an eye opener in this direction.

As such we once again request your goodself to fill at least 50% of the pre-VRS positions, considering the acute shortage in the CAO cadre, urgently with clear orders as to who should hold the charge of IFAs since advice of the designated IFA is statutory requirement on many cases for approval of the BA heads.

BA wise position with bare minimum requirement is shown below for your reference.

<b>BA</b>	<b>Bare minimum Requirement of DGM(F)/IFA</b>	<b>Present Strength of AOs/ CAOs working as IFA</b>	<b>Bare minimum Requirement of CAOs excluding IFA</b>	<b>Existing CAOs after LA order</b>	<b>Pre VRS strength of (DGM (F) &amp;CAOs)</b>
ALP	1	1	2	0	5
CLT	1	1	2	1	5
CO	2	1	7	4	18
EKM	1	0	4	1	8
KLM	1	1	2	1	4
KNR	1	1	3	1	6
KTM	1	1	2	1	5
MLP	1	1	2	0	4
PGT	1	1	2	0	4
PTA	1	1	2	0	4
TCR	1	1	3	1	7
TVM	1	1	3	1	8
<b>TOTAL</b>	<b>13</b>	<b>11</b>	<b>34</b>	<b>11</b>	<b>78</b>

With a view to apportioning the available executives in circle among BAs based on business and staff strength, we once again suggest to consider the transfer requests (at least on working arrangements considering the ban on transfer due to MV) to comparatively shortage BAs from better staffed BAs without waiting for completion of 2 years /year end which was followed in normal cases.

Thanking You,

Sincerely Yours



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

Copy to

1. Shri Sathesh.R, GM (HR&Admin), Kerala Circle
2. Smt. Yojana Das, PGM(Finance), Kerala Circle