



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)  
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**No.SNEA/Kerala/2018-19/II/73 dated 03/01/2020**

To  
The CGMT  
BSNL, Kerala Circle  
Trivandrum

Sir,

**Sub:- Post-VRS scenario - Calling of Options in the Executive Cadre.**

Ref: 1. HR-III/Stay Particulars/2019-2020/5 dated at Trivandrum the 01-01-2020  
2. No.1-6/2018-Restg.(Pt.) dated 27-12-2019 (GM Restructuring, CO, New Delhi)

Kindly refer to the above cited letter (1), as per which options are called from amongst willing executives in the cadre of DE/CAO, SDE/AO, JTO/JAO for working in the business areas where there would be shortage of executives post VRS – *Kollam, Pathanamthitta, Palakkad, Malappuram and Calicut*. As per the above letter, shortage of the cadre as well as the BA is not clear and as such the executives are not in a position to exercise the option if any. Further the criteria under which the above BAs are declared as shortage are also not known. In this connection we would suggest - based on facts and figures to arrive at the shortage of SSAs rather than depending on hear say. The details of executives available in each SSAs pre/post VRS is enclosed here with to arrive at a logical decision.

In this connection your kind attention is also invited to the letter under reference (2) issued by BSNL Corporate office which stipulated the norms to be followed and for the deployment of staff on network operations and maintenance post VRS on Temporary basis as follows:

In case of shortage of Executives in a grade, the senior most executives in the area may be given looking after arrangement by BA head for 3 month w.e.f. 01.02.20, based on above guidelines. No further extension shall be given unless directed by corporate office.

1. The analysis of the statistics shows that % reduction of staff Post-VRS in Kollam BA is the lowest when compared to other BAs which is declared as shortage SSA by the Administration. Hence we request your goodself, go for calling the options only after analyzing the Post-VRS HR statistics from comparatively better staffed BAs to less staffed BAs.
2. It may be noted that the executives available in all BAs are less than the justified as per the revised norms vide letter under reference 2 and there is no point in transferring executives other

than request from comparatively better staffed BAs. The Vacancy position/Shortage in the BA for each cadre are to be based on DELs and Revenue.

3. It may be noted that the reduction in AGM cadre is more than the Circle average of 70% in BAs CLT, MLP, PTA, TCR, KNR, EKM, PGT, KTM, the reduction in JTO+SDE is less than the circle average of 23% in all these BAs except EKM and PGT. In case of EKM and PGT the reduction in AGM as well as JTO+SDE is above circle average.

In case of CAOs the reduction in CLT, PGT, TVM, CO, EKM, TCR is more than circle average of 81%, the reduction in JAO+AO cadre in these BAs are less than the circle average of 29%.

Vide Ref (2), in case of shortage of Executives in a grade, BA heads are delegated to give looking after arrangement to senior executives grades for three months and can be easily implemented by the BAs to mitigate the shortages in any cadre. We kindly request that BA heads may be instructed to exercise looking after arrangements to higher posts to compensate the vacancies arising out of VRS since enough executives are available in higher pay scales in each BA.

4. Acute Shortage of DGMs in both Telecom and Finance and hence Looking after order may be issued from among the seniors after calling options.
5. After deployment for the external projects and in-house works, diverting excess manpower available in Civil/Electrical wings to BA and utilizing their services in different areas with proper work arrangement may be explored.
6. Accounts & Finance: Considering the massive change in HR and business models, the entire procedures needs to be redefined. If any further centralization of activities at Circle level is felt inevitable, then elimination of redundant processes at BA level, uniformity in procedures and standardization of work among BAs shall be made on priority basis.

Before proceeding with these crucial HR policies, we request Administration to discuss such HR issues with the recognized Executive Association SNEA for the smooth implementation of the policies.

**Sincerely Yours**



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

Copy to GM (HR&Admin), Kerala Circle

Encl : Annexure

## POST VRS ANALYSIS - KERALA CIRCLE

JTO + SDE				AGM				DGM (Telecom)			
BA	PRE-VRS	POST-VRS	% Reduction	BA	PRE-VRS	POST-VRS	% Reduction	BA	PRE-VRS	POST-VRS	% Reduction
EKM	308	167	46	CLT	30	5	83	CLT	4	0	100
PGT	118	82	31	EKM	82	14	83	KLM	4	0	100
TVM	243	174	28	MLP	15	3	80	KNR	5	0	100
ALP	119	91	24	PTA	24	5	79	PGT	3	0	100
KNR	234	187	20	TCR	39	9	77	PTA	3	0	100
PTA	100	80	20	KNR	20	5	75	TCR	3	0	100
TCR	201	162	19	PGT	23	6	74	TVM	5	1	80
CO	258	215	17	KTM	33	9	73	CO	18	3	83
CLT	169	143	15	CO	55	22	60	KTM	4	1	75
KTM	146	124	15	ALP	21	9	57	MLP	5	1	80
MLP	158	135	15	TVM	51	22	57	EKM	8	2	75
KLM	148	132	11	KLM	22	16	27	ALP	4	1	75
TOTAL	2202	1692	23	TOTAL	415	125	70	TOTAL	66	9	86

JAO + AO				CAO				DGM (Finance)			
BA	PRE-VRS	POST-VRS	% Reduction	BA	PRE-VRS	POST-VRS	% Reduction	BA	PRE-VRS	POST-VRS	% Reduction
PTA	16	8	50	CLT	3	0	100	CLT	1	0	100
ALP	18	10	44	PGT	3	0	100	KLM	2	0	100
KTM	27	15	44	TVM	6	0	100	KNR	1	0	100
EKM	61	37	39	CO	14	1	93	PGT	1	0	100
KNR	38	25	34	EKM	7	1	86	TCR	1	0	100
CLT	26	19	27	TCR	6	1	83	TVM	2	0	100
KLM	24	18	25	KNR	5	1	80	CO	2	0	100
TVM	32	24	25	KTM	4	1	75	KTM	1	0	100
CO	67	52	22	ALP	4	2	50	EKM	1	0	100
PGT	20	16	20	KLM	2	1	50	PTA	0	0	100
MLP	29	24	17	MLP	1	1	0	MLP	0	0	100
TCR	36	31	14	PTA	2	2	0	ALP	1	1	0
TOTAL	394	279	29	TOTAL	57	11	81	TOTAL	13	1	92