



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/78 dated 28/02/2020

To
Dr.P.T.Mathew
CGMT, BSNL
Kerala Circle

Sir,

Sub: Ordering higher responsibility for Executives already working in higher pay scales reg:

Ref: SNEA/Kerala/2018-19/II/77 dated 15/02/2020

This Association has already pointed out the fact that the number of posts filled under LA as CAO/DE/DGMs in the Circle is far below the minimum requirement and requested to ensure that Looking after is given for at least 50 % of Pre-VRS working strength of AGM/CAO/DGM. As acute shortage is being experienced in CAO cadre, it is suggested to consider LA arrangement as shown below for smooth functioning of Finance & Accounts cadre. Further it is noted that at present LA in CAO/IFA is issued along with the role of AOs /CAOs defeating the very purpose of hierarchy which is essential in the system in vigilance/ audit point of view. Due to shortage of Non executives, Accountants etc, in many cases a bill processing starts with AOs and the same AO is designated as CAO for supervisory check and in some cases as IFA to BA heads or to concerned DGMs which is defeating the very purpose of system in a financial matters.

BA	Bare minimum Requirement of DGM(F)/IFA	Bare minimum Requirement of CAOs excluding IFA	Existing CAOs after LA dated.26.2.2020	JAO+AO	Balance CAO LA Requirement	Pre VRS strength of (DGM (F) &CAOs)
ALP	1	2	1	11	2	5
CLT	1	2	1	20	2	5
CO	2	7	5	52	4	18
EKM	1	4	2	37	3	8
KLM	1	2	1	18	2	4
KNR	1	3	1	25	3	6
KTM	1	2	1	15	2	5
MLP	1	2	1	25	2	4
PGT	1	2	0	17	3	4
PTA	1	2	1	9	2	4
TCR	1	3	1	31	3	7
TVM	1	3	2	24	2	8
TOTAL	13	34	17	284	30	78

While issuing CAO LA order, senior most officers in BA shall be designated as IFA exclusively in order to discharge responsibilities of IFA in letter and spirit.

Further we may suggest to consider the apportioning the available Executives in the circle among BAs based on business and staff strength. As a prelude to the above it is also requested to consider the transfer request pending in Accounts wing to comparatively shortage SSA from better staffed SSAs without waiting for completion of 2 year/ year end etc which was followed in normal cases.

Thanking You

Sincerely Yours



Jithesh.K.P
Circle Secretary
SNEA Kerala

Copy to

1. Shri.R.Sathesh, GM (HR&Admin), Kerala Circle
2. Shri K.Sebastin, General Secretary, SNEA CHQ, New Delhi