



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

(Largest Association of Executives in BSNL)

SNEA Bhavan, Dharmalayam Road, TVM-695001

Circle President	Circle Secretary	Circle Treasurer
George Varghese	Jithesh.K.P	Suneer.S
DGM, Ernakulam	SDE, Kannur	AO, Circle Office
Mob: 9447162900	Mob: 9447707475	Mob: 9447341693

No.SNEA/Kerala/2018-19/II/138

dated 29th Sep 2020

To

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

Respected Sir,

Sub: Staff Redeployment – our views and suggestions reg:-

- Ref: 1. SR/GNEL/2012-17/ Dtd 02.09.2020
2. No 1-6/2018-Rest (Pt.) Dtd 27-12-2019
3. 4-02/2014-Restg Vol V (Pt) Dtd 27.08.2020

At the outset we would like to appreciate the initiation taken by your good self to interact with Unions/Associations before finalising the proposal of executive staff strength in Kerala circle and to hear the suggestions to improve the performance and revenue of Kerala circle. As all of us know, employees of BSNL Kerala especially Executives have always played key role in keeping Kerala circle in the topmost position in achieving aggregate highest revenue and highest market share compared to other circles in India, when BSNL strived to arrange money for the day to day operational expenditure. While going ahead with the restructuring or redeployment of the executives, We strongly believe that the proposal, which has been circulated to us Vide Ref(1) was issued without thorough study of field realities and also doesn't comply the justification of executive posts issued by corporate office from time to time. The latest direction issued in this regard is ref (2). All these calculation was made in a notion that, the work load of executives have reduced because of outsourcing policy. It is pertinent to note that works of Executives have not reduced, in fact increased in post VRS. The main dissent to the proposals is,

1. Vide ref 2, for every 2500 rural and 7500 urban DELs one SDE/ JTO is justified and for every 11000 DELs, one SDE/JTO cable if justified. As per ref 2, the BAs have SDE/JTO justification listed in annexure-1 which is more if compared with the proposal. The ref 2 also gives the justification for outdoor JEs but the present working strength is much below the justification. The difference may be compensated with justifying the executives. The Deployment pattern followed in the proposal which justifies the 41 executives in external maintenance at the smallest District Alappuzha. At the same time the biggest district Palakkad has marked only 29 executives.
2. The transmission maintenance has to be strengthened in this era of Digitisation and FTTH. All new business is now being implemented through Optical fibre. At present the FTTH maintenance also is being carried out by the transmission wing. At present 36K working line were provided by BSNL alone. Therefore more executives are justified in Transmission wing.
3. In Kerala for mobile, exclusive employees are posted for maintaining the network. The concept was well appreciated by corporate office. So the justification for mobile maintenance vide (2) may not be appropriate for Kerala circle.

4. Now after the installation of NGN switches, the concept of TAX in all BAs has no relevance. Then also the Level 1 TAX and ILDTAX, 3 BNG, gateway available at Ernakulam is not accounted properly, but only one executive is marked for the tax maintenance is to be reviewed.
5. For franchisee management one executive has to look after two franchisees as per S&M policy. But the proposed strength doesn't consider the justification.
6. The proposal doesn't consider the role of LCO coordinators. No executives are marked against FTTH business where business growth exists. To give more thrust to the sector FTTH teams may be formed division wise assigning one executive in each cluster as team leader for the provision and coordination with TIP/LCOs.
7. In the circulated proposal, AO/JAO justification for Kerala circle has shown as surplus. The work load of the accounts officials are considerably increased in post VRS due to, additional work load of the VRS optees, mass VRS of non-executives under the executives, additional work load in respect of new business procedure and additional work load because of the reduction of hierarchical positions. Also please note that the works under accounts executives were not outsourced till date. Thus the justification of accounts wing cannot be reduced in any format.
8. The working strength calculated for JAO/AO is not considered the AOs looking after as CAO.
9. Sections like Manual TRA, Estt, Personal claims, EB etc have not found place in it.
10. New business sections like Partnership management, Digital marketing etc have to be included in the plan.

As far as AGM/CAO distribution is concerned the proposal fail to recognise the posts justified for operations as per norms vide reference 2. The CAO posts are drastically reduced without any justification of new norms.

In nut shell the proposal doesn't considered the fundamental characteristics of BAs like Revenue generation, Geographical area, number of connections, business potential etc. Considering these factors corporate office has enhanced the justification of General Managers in BAs vide ref (3). Similarly other cadre justification also may be enhanced. The circle which contributes 10.8% revenue to the corporate have only 6.96% employee share. We manage 17% LL connections and 10 % mobile connections which we need same percentage of staff. We contribute 13% BB revenue and 14% FTTH revenue for which we have to concentrate more on new business opportunities with more enthusiasm. Any proposal for redeployment of executives without considering all these factors will not be judicious. A spread sheet which shows minimum requirement of the executives in AGM/CAO, SDE/JTO in outdoor as per ref 2 and for AO/JAO is shown in annexure for the active consideration of Kerala circle.

Thanking You,

Sincerely Yours



Jithesh K P

Circle Secretary

SNEA Kerala Circle