

	<b>Sanchar Nigam Executives' Association, Kerala</b> <b>SNEA Bhavan, Dharmalayam Road, Trivandrum - 695001</b>		
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No. SNEA/KRL/CGM/2015-16/29 Dated 12-5-2016

To

**The Chief General Manager Telecom,  
BSNL, Kerala Circle,  
Thiruvananthapuram.**

**Respected Sir,**

Sub: Recruitment of TTAs in circles reg.

Ref: BSNL corporate office Letter No. 7-1/2016-Rectt. Dated 06/05/2016

Recruitment Branch of BSNL Corporate office vide the above reference has informed all circles about the proposed direct recruitment of 2700 TTAs from open market for the year 2015. They have also intimated the proposed vacancies in various circles to be filled during the recruitment process. In the list of vacancies calculated by them it is surprising to see that just 13 vacancies are allotted for Kerala circle out of total reported vacancies of 2700.

It is known to all in BSNL that Kerala circle occupy nearly 10% of BSNL assets and possess the highest land line connections among all other circles. The revenue contribution of the circle is more than 10% of the total revenue for BSNL in the country. Kerala Circle always occupies the top position among all other circles as far as profit making is concerned. Kerala circle has been consistently registering profit and it is learnt that the circle is all set to register more than 600 crores profit in the FY 2015-16 thereby surpassing the last year profit of 400 crores registered during the FY 2014-15. **It is to** be noted that Kerala circle has the maximum no. of landline telephones in the country with 21, 87, 427 connections well ahead of Maharashtra Circle in the second position with 15, 34,836 connections. In mobile segment, Kerala circle is in the third position with 74, 53, 461 mobile connections after Andhra Pradesh and UP East circles. Thus, Kerala circle occupies the second position PAN BSNL having 97, 82, 409 DELs after Andhra Pradesh circle with 1, 09, 93,618 DELs.

It is noted from the annexure released by the recruitment branch that the total sanctioned strength of TTAs in Kerala circle is just 1846 while the total strength is 33345. Many other circles have sanctioned TTA strength very much higher than that for the circle which is growing consistently and sometimes exponentially as far as revenue and profit is concerned. Even circles having half the no. of DELs compared to Kerala circle have sanctioned strengths more than double that of Kerala circle. It seems proper assessment and analysis has not been carried out by the concerned in arriving at the strength of TTAs for Kerala circle. From the revenue point of view and from the DEL figures, it is well justified that Kerala Circle deserve more TTAs. The decision by the concerned to recruit just 13 TTAs to this consistently growing circle is not at all reasonable and hence to be reviewed immediately to meet the growing operational requirements of the circle.

**It is also to be noted that even though Kerala circle has reported total vacancy of TTAs as on 31<sup>st</sup> March 2015 as 562 the vacancy in realty would be much more at the end of this year on account of the following facts. About 260 TTA post will become vacant in the circle on regularization of officiating JTOs by June 2016. More than 600 JTO posts are being filled from among TTAs within the year through LICE. Thus total TTA post vacancy would be  $562+860=1422$  and the TTAs actually working after the above regularization and LICE would be just 425. 500. We are of the considered opinion that market share, asset and revenue etc to be the prime consideration while filling of posts are considered .**

We hope justice would be rendered in allocating sufficient human resource to Kerala circle, the highest profit making and potentially important circle in the country, thereby motivating the circle to perform much much better than what is expected out of it. Considering the above facts necessary steps may kindly be taken for approving recruitment of at least 276 TTAs in the ensuing direct recruitment for the year 2015.

Thanking you,

Yours Sincerely



(T.Santhosh Kumar)  
Circle Secretary,SNEA,  
Kerala Circle.

Copy to: GM HR BSNL Kerala, GS SNEA New delhi.