

Business Area (BA), Circle and Corporate Office wise Justification of CAOs Posts				
Category- 1 Number of BAs= 5 & number of Operation Offices (Op)= 19				
	Proposed	Additional	Total	Remarks
CAO	24 (1 in each BA=5 & 1 in each Op=19)	29 (2 additional in each BA=10 & 1 in each Op=19)	53	1 CAO proposed in each BA= 5 and 1 in each Op office=24, hence proposed 24 But 3 CAOs in each BA & 2 CAOs in each Op area is justified for Financial Advice, Acct, Taxation, Govt. Proj., Bgt/Bkg, EB, Civil/Elect external work, Claims, TRA, Persuits Cell, various committees member & related financial work
Category- 2 Number of BAs= 25 & number of Operation Offices (Op)= 19				
	Proposed	Additional	Total	Remarks
	69 (2 in each BA=25*2=50 & 1 in each Op=19)	44 (1 additional in each BA=25 & 1 in each Op=19)	113	2 CAO proposed in each BA= 50 and 1 in each Op office=19, hence proposed 69 But 3 CAOs in each BA & 2 CAOs in each Op area is justified for Financial Advice, Acct, Bgt/Bkg, EB segment, GP, Claims, TRA, Persuits/recovery, EB, Govt. Proj., Civil/Elect external work, Taxation, various committee members & related financial work
Category- 3 Number of BAs= 63 & number of Operation Offices (Op)= 67				
	Proposed	Additional	Total	Remarks
	126 (2 CAOs in each BA=63*2=126 and Nil in 67 Op area offices)	63 (1 additional CAO is required in each BA=63 who can be posted in Op office if it is headed by DGM)	189	Only 2 CAOs proposed in each BA= 126 and No CAO post is created any Op area office where Sr.GM/DGM/AGM will be headed It is justified that 3 CAOs in each BA for all finance related work like Financial Advice, Acct, Bgt/Bkg, Claims, TRA, Persuits, various committees related financial work may be created out of them 1 CAO will be posted in Op area office if it is headed by DGM level officer to maintain the Standard Financial Norms that IFA will be one rank below.
Category- 4 Number of BAs= 65 & number of Operation Offices (Op)= 85				
	Proposed	Additional	Total	Remarks
	130 (2 CAOs in each BA=65*2=126 and Nil in 67 Op area offices)	65 (1 additional CAO is required in each BA=65 who can be posted in Op office if it is headed by DGM)	195	Only 2 CAOs proposed in each BA= 130 and No CAO post is created in any Op area office where Sr.GM/DGM/AGM will be headed It is justified that 3 CAOs in each BA for all finance related work like Financial Advice, Acct, Bgt/Bkg, Claims, EB, Interaction with various Revenue District Govt. dignitaries in Distt HQ, TRA, Persuits/recovery, various committee members & related financial work may be created out of them 1 CAO will be posted in Op area office if it is headed by DGM level officer to maintain the Standard Financial Norms that IFA will be one rank below.
Total	349	201	550	

Circle Offices, Corporate Office, Non-Territorial Circles, Billing Zones, CDR Data Centers and Training Centres etc.

	Proposed	Total	Remarks
A-Category -16	192	349	12 CAOs are proposed for each A-Category Circle (16x12)
B-Category-3	21		7 CAOs are proposed for each B-Category Circle (3x7)
C-Category -20	100		5 CAOs are proposed for each C-Category Circle (20x5)
D-Category- 5	10		2 CAOs are proposed for each D-Category Circle (5x2)
Corporate office	26		26 CAOs are proposed for BSNL Corporate office
G.Total	349	899	

Business Area (BA), Circle and Corporate Office wise Justification of DGMs (Finance) Posts

Category- 1 Number of BAs= 5 & number of Operation Offices (Op)= 19				
	Proposed	Additional	Total	Remarks
DGM (Fin)	10 (2 in each BA only 5*2=10 & Nil in Op area office)	19 (1 in each Op office i.e. 19)	29	2 DGM (F) proposed in each BA i.e. 5*2=10 only but Nil in Op area office. No DGM (F) has been given to Op area offices i.e. 19 numbers where GM area will be headed in the Op office and IFA should be one rank below. Further, all accounts related work will be supervised and co ordinated by DGM (F) for each Op area in BA itself. Hence one DGM (TR) is justified in each Op office i.e. 19 numbers for Financial Advice, Acct, Taxation, Govt.Proj., Bgt/Bkg, EB, Civil/Elect external work, Claims, TRA, Persuits Cell, various committees member & related financial works etc.
Category- 2 Number of BAs= 25 & number of Operation Offices (Op)= 19				
	Proposed	Additional	Total	Remarks
	25 (Only 1 DGM (F) in each BA i.e. 25 & Nil in 19 Op area)	44 (1 additional in each BA i.e. 25 & 1 in each Op i.e. 19)	69	Only 1 DGM (F) is proposed in each BA i.e. 25 and Nil in Op area office. No DGM (F) has been given to Op area offices i.e. 19 numbers where GM will be headed in the Op office and IFA should be one rank below. Further, all accounts related work will be supervised and co ordinated by DGM (F) for each Op area in BA itself. Hence one additional DGM (F) is justified in each BA & Op office i.e. 25+19=44 for Financial Advice, Acct, Taxation, Govt.Proj., Bgt/Bkg, EB, Civil/Elect external work, Claims, TRA, Persuits Cell, various committees member & related financial work
Category- 3 Number of BAs= 63 & number of Operation Offices (Op)= 67				
	Proposed	Additional	Total	Remarks
	63 (1 DGM (F) in		63	
Category- 4 Number of BAs= 65 & number of Operation Offices (Op)= 85				
	Proposed	Additional	Total	Remarks
	65 (1 DGM (F) in		65	
Total	163		226	

Circle Offices, Corporate Office, Non-Territorial Circles, Billing Zones, CDR Data Centers and Training Centres etc.				
	Proposed	Additional	Total	Remarks
	A-Category 16	96	189	6 DGM(F) are proposed for each A-Category Circle (16x6)
	B-Category-3	15		5 DGM(F) are proposed for each B-Category Circle (3x5)
	Category-20	60		3 DGM(F) are proposed for each C-Category Circle (20X3)
	D-Category- 5	5		1 DGM(F) is proposed for each D-Category Circle (5X1)
	Corporate	13		13 DGM(F) are proposed for BSNL Corporate office
G.Total		189	415	