



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
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AIBSNLEA/CHQ/CMD-BSNL/2023

dated 10.08.2023

To

Shri P. K. Purwar ji,
The CMD BSNL,
New Delhi -110 001

Subject: - The necessary Data required to review the erroneously fixed Organizational restructuring in Chennai TD and Kolkatta TD Circles for the executive strength in Finance Stream reg.

Ref.1: BSNL Corporate Office ND order No. BSNL CO-RSTG/15(14)/1/2020 dated 02.08.2023.

Ref.2: The Representations on the subject communicated by the Circle Secretaries of Chennai TD (ChTD) and Kolkatta TD (KTD) .

Respected Sir,

Kindly recall the multiples of request by this association submitted for your earnest consideration to review the erroneously fixed Organizational restructuring in Chennai TD and Kolkatta TD Circles for the executive strength in Finance Stream. The DIR (HR) BSNL Board in many meetings replied to our request for review the disproportionate staff strength that Organizational restructuring done for the Chennai TD and Kolkatta TD Circles will certainly be reviewed. As per the restructuring order in ref: 1, BSNL CO sought inputs to review of Organizational Restructuring.

It is observed that a disproportionate drastic reduction of only Finance post in the grade of DGM (F), CAO & AO/JAO in Case of Chennai TD (ChTD) and Kolkatta TD (KTD) have been inadvertently made by BSNL CO ND without any substantive ground. AIBSNLEA has strongly been opposed the drastic reduction disproportionate to the revenue being earned by these Circles. In this regard, a



few informational statistics in r/o sanctioned man power is placed below, for your kind observation.

Circle	Sancti oned post of DGM(F)	Sanctio ned post of DGM(T)	% wrt DGM(T) & DGM(F)	CAO	AGM	% wrt AGM & CAO	AO / JA O	SDE /JTO	% wrt SDE & AO
AS	11	33	33%	23	74	31%	105	401	26%
NE-I	5	17	29%	12	43	28%	57	203	28%
NE-II	5	13	38%	9	41	22%	55	201	27%
SIKKIM	1	4	25%	4	12	33%	11	73	15%
KOL	3	11	27%	7	125	6%	44	657	7%
BIHAR	11	31	35%	20	94	21%	119	455	26%
CHTD	3	11	27%	7	102	7%	46	541	9%
WB	9	32	28%	18	80	23%	97	413	23%
RAJ	14	53	26%	40	188	21	191	895	21
MP	14	53	26%	33	182	18%	192	842	23%
OR	14	44	32%	34	120	28%	151	592	26%
BR	11	31	35%	20	94	21%	119	455	26%

From the above table , it is very much clear that the percentage of Finance post w.r.t Technical post in Case of ChTD and KTD have been reduced drastically compared to other Circle of BSNL . It may be mentioned here that AO-JAO/SDE-JTO ratio has been maintained by BSNL CO with nearly 25% in each circle except Case of ChTD and KTD.

The Revenue wise comparison for the FY2022-23 in various circles is placed below for your kind observation.

Circle	Income from Service(in crores)	Other income (in crores)	Total income (in crores)
WBTC	294.622	4.418	299.040
NE-I	119.447	65.252	184.698
NE-II	68.905	16.874	85.779
AS	232.828	81.897	314.725
JHK	316.648	30.479	347.119
Bihar	371.411	28.632	400.043
Orissa	491.112	36.555	527.666
Sikkim	9.782	0.282	10.064
KTD	683.657	31.665	715.322
ChTD	390.05	71.73	461.28

From the above, it is undoubtedly vivid that revenue of ChTD and KTD Circles are not less than that of most of the other circles but Finance posts were sanctioned by the BSNL CO ND is exceptionally below than the average proportion without any supporting logic.

Circle wise Income against sanctioned Finance post (DGM, CAO & AO/JAO) is placed below for your kind notice please.

Circle	Total income (in crore)	No of DGM(F)	Amount of Revenue per DGM(F)(in crore)	No of CAO	Amount of Revenue per CAO(in crore)	No of AO/JAO	Amount of Revenue per AO/JAO(in crore)
Sikkim	10.064	1	10.064	4	2.51	11	0.914
WBTC	299.040	9	33.22	18	16.61	97	3.08
NE-I	184.698	5	36.93	12	15.39	57	3.24
NE-II	85.779	5	17.15	9	9.531	55	1.55
AS	314.725	11	28.61	23	28.61	105	2.99
JHK	347.119	5	62.82	13	26.70	67	5.18
BIHAR	400.043	11	36.36	20	20.00	119	3.36
ORISSA	527.666	14	37.69	34	15.51	151	3.49
KTD	715.322	3	102.18	7	238.44	54	13.24
ChTD	461.28	3	153.76	7	65.89	46	10.03

From the above, it may also be cleared that the amount of revenue (in crore) against sanctioned Finance post in r/o Case of ChTD and KTD are surprisingly higher compared to that of other circle.

The Circle Secretaries of AIBSNLEA in these Circles, reporting that BSNL CO ND might have issued the order dated 24.11.2021 without cross verification of any relevant datas and have completed the work in a mechanical & rapid fire way, ref:2 .

In this connection, it is also to be stated that as per BSNLMSRR-2009 Par-I, the sanctioned post of total DE/AGM was 5461 & sanctioned post of total CAO was 1347 i.e percentage of CAO w.r.t. DE was 25% and as per new Restructuring order vide No File No. 4-212021- Restg. dated 17.11.2021, the sanctioned post of AGM(int) is 3600 & sanctioned post of CAO is 750 i.e the percentage of CAO w.r.t. DE is nearly 21%. From this it is ascertained that the overall percentage of CAO w.r.t DE is also maintained by BSNL CO ND in the present Restructuring order except in the case of KTD and ChTD Circles.

Surprisingly, in KTD & ChTD, it is found that the percentage of CAO w.r.t. DE is only 6% and 7% respectively. This is totally unjustified with the all-India ratio. If we found the All-India ratio of AO w.r.t. SDE in each circle, the average may be obtained by nearly 25% except KTD & ChTD circles where the AO/JAO w.r.t SDE/JTO ratio has been conveyed by BSNL CO ND by only 7% which is also exceptionally less than overall along with average percentage.

In this regard, it may also be important to be mentioned here that total revenue of KTD is nearly 720 crores with 6 O.As and that of ChTD is nearly 460 crores with 4 O.As. Hence, considering the total revenue of ChTD, the approximate finance post (DGM-F, CAO, AO/JAO in KTD) may be calculated as follows:

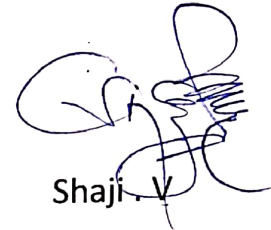
Sl no	Grade/Post	Sanctioned strength as on 31.01.2020		Working strength as on 31.07.2023		Revised sanctioned strength allotted		% of reduction		Required total sanctioned strength	
		CTD	ChTD	CTD	ChTD	CTD	ChTD	CTD	ChTD	CTD	ChTD
1	DGM(F)	8	15	1	0	3	3	62	80	6	8
2	CAO	42	40	1	0	7	7	86	83	24	18
3	AO/JAO	396	315	91	88	44	46	89	85	120	108

Hence, you are earnestly requested to intervene in to the matter immediately and direct concerned to take necessary action upon the grievances submitted by the KTD & ChTD so that All India average ratio for the Posts in Finance Stream w.r.t that in Telecom Stream may be maintained in KTD & ChTD Circles too at par with all other Circles. This will certainly help BSNL to achieve more revenue from KTD & ChTD Circles effortlessly

Thanking You Sir,

With Kind Regards

Letters in Ref:2 are attached.



Shaji V.

General Secretary

Copy for kind information and necessary action to:

1. Shri Arvind Vadnerkar, Director (HR), BSNL Board New Delhi-110001.
2. Shri. Rajiv Kumar, Director (Fin), BSNL Board New Delhi-110001.
3. Ms Anita Johri, PGM (Restructuring), BSNL CO, New Delhi-110001.