



File No. 4-02/2021 – Restg

Dated: 23.11.2021

To

**All CGMs
(Territorial / Non Territorial Circles),
BSNL.**

Subject: BSNL Board approval on total Manpower requirement in BSNL, the revised sanctioned strength after post VRS restructuring in different grades in **Telecom Stream** and the modifications in the Recruitment Policy **-Reg**

Under revival package for BSNL, VRS scheme was approved by Govt. of India. On implementation of VRS scheme a large workforce opted for VRS. The restructuring of organization and assessment of manpower based on current business requirement has become necessary. Man power re-alignment due to significant changes in technology, use of IT tools in various functions, new initiatives by business verticals, changes in business model and business processes, effective utilization of man power and efficiency in operation necessitated framing of revised Man power Plan of BSNL.

Accordingly in view of above, Man power Plan of BSNL was prepared, which constituted the man power requirement in BSNL in each grade and streams and the modifications in the recruitment rule with an aim to make the workforce more competitive so as to ensure better career progression to the employees. The man power requirement was prepared based on the positional norms under organizational restructuring and operational norms framed to carry out the operational activities for maintaining and monitoring the Telecom infrastructure and enhanced customer interface and customer satisfaction. BSNL Board after due consideration to the Man power Plan, placed before the Board, approved the Manpower requirement in BSNL post VRS restructuring and modifications in Recruitment Rule, as under:

- 1.The revised Sanctioned strength post VRS restructuring shall be effective w.e.f. 01.02.20.** All the posts of Executives and Non Executive who have taken VRS are abolished w.e.f. 01.02.20. Further, the posts held by the Executives and Non Executives retiring on superannuation from 01.02.20 to 31.01.22 shall be considered as personal and supernumeric in terms of the decision of cabinet conveyed vide letter dated 05.01.21 (the post held by employees in the age of 58-60 Years will lapse as and when such employees retires during the period from 01.02.20 to 31.01.22).



2. After taking into consideration the abolition of post as per para 1 above, the total manpower requirement in BSNL post VRS restructuring shall be as under:

A. EXECUTIVES:

| GRADE | Sanctioned Strength PRE VRS | Approved Strength POST VRS Restructuring |
|---------------------|--------------------------------|---|
| CGM/PGM/Sr.GM/GM Eq | 796 | 579 |
| DGM/SE Eq | 1878 | 1484 |
| DR DGM | 210 | 168 |
| AGM/CAO/EE Eq | 5118 | 4542 |
| MT | 1998 | 1117 |
| SDE/AO Eq | 32026 | 13434 |
| JTO/ JAO Eq | 50477 | 14777 |
| Executive Total | 92503 | 36101 |

B. NON-EXECUTIVES:

| GRADE | Sanctioned Strength PRE VRS | Approved Strength POST VRS Restructuring |
|-------------------------------------|--------------------------------|---|
| JE & Draftsman | 34646 | 7991 |
| TT | 121261 | 11112 |
| ATT | 52871 | 11112 |
| OS/AOS/SOA/JOA (Sr. TOA) | 43561 | 4980 |
| JHT/SHT | 406 | 146 (working strength) |
| Other Group- C & D including I/W | 19718 | 1975(working strength – dying cader) |
| Non-Executive Total | 272463 | 35341 |

The total Employee strength shall be 71442.

3. The Grade wise approved manpower in respect of Executives of Telecom stream are as under-

| Grade | Manpower approved |
|-----------------|-------------------|
| CGM/PGM | 63 |
| Sr.GM/GM | 429 |
| DGM- Internal | 1116 |
| DR DGM | 120 |
| AGM- Int | 3600 |
| MT | 900 |
| SDE | 10687 |
| JTO | 11756 |
| Executive Total | 28671 |



All the posts in excess of the approved sanctioned strength Post VRS restructuring by BSNL Board in different grades and streams stand abolished w.e.f. 01.02.20. No. of posts (working strength as on 01.09.21) of Executives for Rajbhasha section i.e. SDE(OL) and JTO(OL) are included in the above approved man power of Telecom stream.

4. The revised sanctioned man power post VRS restructuring in all Territorial and Non-Territorial Circles in respect of Executives and Non Executives is enclosed as Annexure-I. Circle shall prepare and forward the BA wise detail list of Executives and Non executives of Telecom unit (grade wise) based on BA structure and operational norms (order issued vide letter dated 17.11.21) and within the grade wise sanctioned strength of the circle as per Annexure- I, to Restructuring unit, BSNLCO for records.
5. Following actions have been approved on man power plan including the modifications in Recruitment Rules-

i) Actions in the Recruitment Rules in Non Executives Cadre:

- a) There shall be only six grades {JE, TT, ATT, OS/AOS/SOA/JOA etc (Erstwhile Sr. ToA/ToA cadre etc), JHT & SHT} in Non Executive cadre, which are declared live/ operational.
- b) All other cadre and Grades of Non Executives other than those mentioned above in para (a) are declared as Dying Cadres. All the posts in excess of the existing (working) non-executives as on 01.09.21 in all the grades and cadres of dying cadre are abolished. No further appointment shall be made in these cadres and grades by direct recruitment. However, the existing Non Executives of these Dying Cadres will continue to avail promotional benefits as provided in the respective cadres/grades. On retirement or on separation from service of the existing (working) Non-Executives of these Dying Cadres, the post falling vacant shall be filled up by way of promotion from the Non- Executives of dying or non -dying cadre. The post falling vacant in the dying cadre (in the lower grade) after promotion to the next higher grade will stand abolished automatically & no equivalent post in another Cadre /Grade shall be created in lieu if it, (i.e swapping of posts). Similarly, the vacant posts in the higher grade in dying cadres shall be abolished only after taking into consideration the promotional avenues of existing non-executives in the feeder grade.



- c) Direct Recruitment in Non-Executives shall be considered only in TT and JE level henceforth. All other direct Recruitment in Non Executives in any grades are declared closed. However promotions of Non Executives from lower grade to higher grade shall be continued as per existing Recruitment Rules.
- d) The JHT and SHT posts are to be realigned and the man power may be finalized within the overall sanctioned post VRS Restructuring and in accordance with the revised organizational restructure and in accordance with govt. guidelines for establishment of Rajbhasha section in the organization.

Further actions on the above are to be taken by Establishment unit of BSNL CO being the cadre controlling for Non executives and Recruitment policy may accordingly be modified and published.

ii) Actions in the Recruitment Rules in Executives Cadres:

- a) Direct Recruitment in JTO, MT shall be continued in Executives Grade in all the four main streams i.e. Telecom, Finance, Civil and Electrical whereas Direct recruitment in DR DGM shall be continued only in Telecom and Finance.
- b) Number of post under DRDGM in Telecom cadre has been reduced from 150 to 120. These shall accordingly be modified in the Recruitment Rule of DR DGM keeping the other provisions in the recruitment rule unchanged.
- c) Number of MT Management trainee Post has been reduced from 1325 to 900 with Internal and External provision 50:50 i.e. 50% of total post (450) for External and 50% of total post (450) for internal. Further the internal provisions has been converted into LICE for promotion from SDE to AGM grade. Accordingly, these provisions in the MTRR and MSRR may be modified.
- d) Under Organisational Restructuring, in the new structure and norms of all planning and field units, JTO/JAO or eq and SDE/AO or eq are functionally considered in single cluster (interchangeably used) i.e. JTO or eq and SDE or eq shall work independently and both shall report to next higher level. Further due to various reasons, the



promotion from JTO to SDE are delayed and the Executives in JTO grade are stagnating for more than 15 to 20 years. So considering the HR best practices, a JTO with 12 Years service in JTO grade as on 1st January of the Financial year, may be considered for – **Promotion from JTO to SDE on personal up gradation basis.** Subsequently on vacating the post of SDE either by promotion to next higher grade or by superannuation/VRS/ Technical resignation/ resignation etc., the post of SDE will be reverted back in JTO grade. Accordingly, the RR of SDE may be modified.

- e) The number of GM and above grade Executives working in civil/ Electrical/ Telecom factories streams are more than the numbers fixed under post VRS sanctioned strength. These Executives shall be used on the common management post like HR/Admin/S&M/EB and BA head etc.
- f) Rajbhasha section be realigned and their man power may be finalized within the overall sanctioned post of Executives post VRS restructuring and in accordance with the revised organizational restructure and Govt. guidelines for establishment of Rajbhasha section in the organization.

Further actions on the above in respect of executives are to be taken by Personnel unit of BSNL CO, being the cadre controlling and Recruitment policy may accordingly be modified and published.

6. No Direct recruitment will be made in future without the approval of the BSNL Board. So, Direct Recruitment in the TT/JE/JTO/MT/DRDGM arising in a year due to vacancies in the Grade shall be made after analysing the actual requirement in the field and with the approval of BSNL Board only.
7. Total strength of employees shall not exceed the present working strength (as on 1.9.2021), which is 63525 without the approval of BSNL Board.
8. In post VRS/Retirement (from 1.2.20 to 31.1.22) scenario and after restructuring 579 posts are available in E 9 grade (all streams) out of which 86 posts will be operated in CGM/PGM grade and 493 E9 posts will be operated in GM grade. 139 posts in E 9 grade shall stand abolished. In order to have no financial implication and the fact that all the posts (CGM/PGM/GM) are in E 9 grade, no increment shall be allowed on post based promotion from GM to PGM/CGM posts.



9. The Man power plan shall be reviewed after 2 Years from the date of implementation.

This is issued with the approval of Competent Authority.

Enclosure: Annex.-I


Manish Kumar
GM (Restructuring)

Copy to:

1. CMD BSNL for information please
2. Dir(CFA)/Dir(HR)/Dir(CM)/Dir(EB)/Dir(Fin) for information please
3. CVO BSNL CO for information please.
4. CS and GM(legal) BSNL CO for information please.
5. PGM(Pers)/Sr. GM Estt BSNL CO for making necessary modifications in the Recruitment Rules.
6. All CGM/PGM/Sr.GM/GM BSNL CO for information please
7. Spare in the file

(I) Sanctioned Manpower of Territorial Circles & Nodal centres - Telecom stream

| Circle | Executives | | | | | | | | | | Non Executives | | | | |
|---------------|------------|-----|-----------|------|------|---------|-------|------|--------|------------------------------------|----------------|--|--|--|--|
| | CGM | PGM | Sr. GM/GM | DGM | AGM | SDE/JTO | Total | JE | TT/ATT | JOA/SOA/OA (Erstwhile Sr. ToA/ToA) | Total | | | | |
| AN | 1 | 0 | 2 | 4 | 16 | 88 | 111 | 19 | 51 | 14 | 84 | | | | |
| AP | 1 | 2 | 16 | 58 | 219 | 1012 | 1308 | 403 | 1073 | 304 | 1780 | | | | |
| AS | 1 | 0 | 11 | 33 | 74 | 401 | 520 | 93 | 321 | 71 | 485 | | | | |
| BR | 1 | 1 | 10 | 31 | 94 | 455 | 592 | 77 | 402 | 222 | 701 | | | | |
| CG | 1 | 0 | 7 | 20 | 61 | 296 | 385 | 61 | 263 | 116 | 440 | | | | |
| GJ | 1 | 2 | 19 | 64 | 215 | 1109 | 1410 | 474 | 1273 | 246 | 1993 | | | | |
| HP | 1 | 0 | 8 | 23 | 55 | 269 | 356 | 59 | 207 | 77 | 343 | | | | |
| HR | 1 | 1 | 12 | 45 | 116 | 538 | 713 | 130 | 431 | 133 | 694 | | | | |
| JK | 1 | 0 | 7 | 21 | 66 | 298 | 393 | 102 | 286 | 63 | 451 | | | | |
| JHK | 1 | 0 | 6 | 20 | 60 | 282 | 369 | 65 | 263 | 98 | 426 | | | | |
| KR | 1 | 5 | 23 | 72 | 425 | 2070 | 2596 | 1176 | 2810 | 318 | 4304 | | | | |
| KTK | 1 | 2 | 23 | 68 | 297 | 1493 | 1884 | 680 | 1776 | 233 | 2689 | | | | |
| MP | 1 | 1 | 13 | 53 | 182 | 842 | 1092 | 248 | 799 | 234 | 1281 | | | | |
| MH | 1 | 2 | 25 | 88 | 365 | 1768 | 2249 | 748 | 2057 | 455 | 3260 | | | | |
| NE-I | 1 | 0 | 6 | 17 | 43 | 203 | 270 | 44 | 146 | 48 | 238 | | | | |
| NE-II | 1 | 0 | 6 | 13 | 41 | 201 | 262 | 34 | 129 | 63 | 226 | | | | |
| OR | 1 | 1 | 13 | 44 | 120 | 592 | 771 | 151 | 552 | 186 | 889 | | | | |
| PB | 1 | 0 | 12 | 43 | 140 | 705 | 901 | 277 | 781 | 186 | 1244 | | | | |
| RJ | 1 | 1 | 14 | 53 | 188 | 895 | 1152 | 296 | 927 | 240 | 1463 | | | | |
| TN | 1 | 4 | 21 | 71 | 289 | 1333 | 1719 | 558 | 1467 | 306 | 2331 | | | | |
| TEL | 1 | 1 | 16 | 44 | 146 | 744 | 952 | 302 | 809 | 154 | 1265 | | | | |
| UK | 1 | 0 | 6 | 21 | 55 | 268 | 351 | 73 | 231 | 69 | 373 | | | | |
| UPE | 1 | 1 | 14 | 56 | 164 | 790 | 1026 | 174 | 771 | 559 | 1504 | | | | |
| UPW | 1 | 0 | 10 | 36 | 106 | 538 | 691 | 161 | 514 | 232 | 907 | | | | |
| WB | 1 | 0 | 9 | 32 | 80 | 413 | 535 | 102 | 398 | 225 | 725 | | | | |
| CHTD | 1 | 0 | 9 | 11 | 102 | 541 | 664 | 314 | 706 | 45 | 1065 | | | | |
| KoITD | 1 | 0 | 8 | 11 | 125 | 657 | 802 | 398 | 864 | 72 | 1334 | | | | |
| Sikkim | 1 | 0 | 2 | 4 | 12 | 73 | 92 | 7 | 22 | 2 | 31 | | | | |
| Nodal Centres | 0 | 0 | 4 | 8 | 13 | 211 | 236 | 16 | 0 | 9 | 25 | | | | |
| Total | 28 | 24 | 332 | 1064 | 3869 | 19085 | 24402 | 7242 | 20329 | 4980 | 32551 | | | | |

Signature
Date: 11.11.2022

(II) Sanctioned Manpower of Non Territorial Circles - Telecom stream

| Non-Territorial Circle | Executives | | | | | | | | Non Executives | | |
|------------------------|------------|-----|-----------|-----|-----|---------|-------|-----|----------------|-------|--|
| | CGM | PGM | Sr. GM/GM | DGM | AGM | SDE/JTO | Total | JE | TT/ATT | Total | |
| CN-TX | 5 | 1 | 32 | 71 | 443 | 2248 | 2800 | 749 | 1873 | 2622 | |
| Trg Centre | 1 | 1 | 8 | 11 | 29 | 120 | 170 | | 22 | 22 | |
| ITPC | 1 | | 10 | 15 | 29 | 224 | 279 | | | 0 | |
| BBNW | 1 | | 10 | 21 | 32 | 250 | 314 | | | 0 | |
| Inspection & QA | 1 | | 5 | 14 | 18 | 175 | 213 | | | 0 | |
| Total | 9 | 2 | 65 | 132 | 551 | 3017 | 3776 | 749 | 1895 | 2644 | |

Done
23.11.21