



ALL INDIA BSNL EXECUTIVES' ASSOCIATION

CHENNAI TELEPHONES

CIRCLE PRESIDENT
P.SENTHIL KUMAR
9444547686

CIRCLE SECRETARY
P.RAMALINGAM
9444100666

FINANCE SECRETARY
S.SHIVAKUMAR
9445010200

To

The Chief General Manager
Chennai Telephones
Chennai-02

Sub: Suggestions on Man Power Norms for finalizing Sanctioned Strength during
Restructuring-reg

Ref: Letter No. BSNLCO-RSTG/15(14)/1/2020-RSTG dated 28/06/2021

Respected Sir,

Engineering Stream:-

The draft manpower norms circulated by BSNL CO Restructuring Cell was studied, in respect of the impact to Chennai Telephones by AIBSNLEA Chennai Telephones and our outlooks are portrayed herewith.

1. At first prevue itself it is understandable that the Manpower Restructuring Norms were made without making necessary analysis and ground situation. Wherein a large number of posts were abolished post VRS, further reduction of posts in cadre of JTO/SDE/DE/AGM/DGM are totally unwarranted. Reducing the posts without any norms in the cadre of promotional posts are either due to lack of vision or for creating intentional damage to the future of large number of workforce dependent on the company.
2. With the reduction of posts in Group B/ Group A, the eligible promotions of Officers are put in a stake which is totally against interest of workforce of BSNL and the morale of the employees is hampered.
3. It is evident that, maximum ITS officers on deputation are accommodated by creating Business Areas and placing GM level officers as Business Area Head. Since the deputation of officers in GM level are going to an end by 2023 as per Repatriation guidelines by DOT in 2013, **maximum DGM posts are to be created/retained now to take care of the operational activities.**



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4. When JTOs/ SDEs are considered inter operable, the experienced and eligible DGMs are to be considered inter operable for GM level posts.
5. It is shocking to see that the norms were created without studying the facts from field or geographical factors. In Post VRS scenario there is a drastic reduction number of posts across cadres, and the officers are fighting to bring company back to profit as per the target fixed by Corporate Office, further reduction in the number of posts will only derail the efforts.
 - In Chennai TD only 10 DGM posts are shown where the existing approved working strength is 21.
 - Similarly in the cadre of DE/AGM only 59 posts are shown, whereas existing strength is 110.

In the cadre of JTO/SDE a total strength is shown as 557. For maintaining the cadre hierarchy and ensuring career progression of the entry level officers, number of posts in the cadre of JTO and SDE are to be separately calculated. -The proposed strength is not anywhere near the actual requirement.

Hence maximum existing approved strength in all cadres (JTO/SDE/DE/DGM) needs to be retained

6. Due to the efforts and hard work of Employees, Chennai TD has been achieving our targets continuously. The efforts of EB wing and similar wings cannot be forgotten in retaining the elite customers. Hence there is a need to study thoroughly and strengthen the EB wing ,Business Area wise for improving revenue of CHTD.
7. Provision for the CNOC/ OMCR (CM) / TXM NMS(CPAN and OTN) are not defined properly and the AGM/SDE/JTO working in these units are not brought in to consideration in the norms. Necessary steps may be taken to get additional workforce apart from restructuring strength.
8. As the future revenue earning sector and our bread winner is FTTH/TIP OLT business, more focus needs to be given to this sector and Transmission wing which needs to be taken care.



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Keeping in view of all the above factors, we request you to kindly consider our request and take up with BSNL CO Restructuring Cell to increase the strength of DGM/AGM/SDE/JTO post as per discussed above in the larger interest of the company.

Account Stream:-

In CHTD a work study was done with a committee for internal restructuring in Accounts wing and the following points are in line with the recommendations of that committee.

1. DGM F post may be considered against each GM Post.
2. It has been proposed totally 3 no of CAOs for entire CHTD which is unjustified. Currently No CAO Regular working in CHTD and 17 AOs has been working as CAO under LA arrangement.

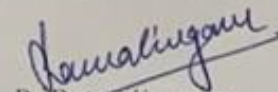
As per restructuring proposal by CO one CAO can be posted as IFA to the area GMs. Contrary to the proposal no CAO posting was proposed for 4 Area GMs in CHTD. In this situation we request to increase the sanctioned strength of CAOs to 18 similar to the recommendation of internal restructuring committee.

3. As per the proposal totally 44 Nos of AO/JAOs were only shown as sanctioned strength. It is requested to maintain the hierarchical structure between AO and JAO cadre, since roles and authorization in SAP and TR were different w.r.t AO/JAO cadres based on the delegation of powers.
4. In post VRS Scenario, due to shortage of Clerks JAO/AOs are doing every work from basic checks to final work and other than pay related work all other works remains same. Currently 93 AO/JAOs are sharing the pre VRS workload.
5. As per the proposal no AO/JAOs has been proposed for vital units like Enterprise Business, Transmission and GSM. In CHTD totally 5 Lakh GSM connections are available which requires a separate Accounting Team. Also in the case of EB, Marketing and transmission separate team is in need.

Being a metro city Headquarters for most Enterprise customers in Chennai and FTTH Penetration in faster pace, more revenue can be realized through proper billing, collection and coordination with customers. As per the proposed strength the revenue collection process will be hampered. Considering the above circumstances it is requested to increase the sanctioned strength of AO and JAOs.

Copy to:-1. Sr GM Finance for info pl.

2. GM (HR) for info pl.


P. Ramalingam

Circle Secretary

AIBSNLEA, Chennai

Copy to: GS, AIBSNLEA, New Delhi FYKIP