

Restructuring Cell, Corporate Office,
7th Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi-110001



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. 3-6/2022-RSTG

Date: 15.09.2023

To

All CGMs (Territorial and Core Network Circles)

Sub: Digital Transformation – Implementation of Organizational Structure in ERP (IOSE) 2023

I am directed to convey that as part of ongoing Digital and HR transformation to implement Revival 2.0 targets,

- a) The organization structure, as approved by the BSNL Board shall be mapped and maintained in ERP up to SDCA level.
- b) Maximum permissible variation in posting for all cadres up to DGM level for a circle shall be to the extent of 2% against the mapped positions. This, to cater for exceptions.
- c) Further, maximum permissible variation in posting for all cadres up to AGM level for a BA shall be to the extent of 2% against the mapped positions.

2.0 Sanctioned Posts.

Organizational Restructuring was approved by BSNL Board based on current business requirements in post VRS scenario and the same was conveyed vide letters Nos. 4-2/2021-Restg dated 17.11.21, 23.11.21 and 29.11.21 to the field units. Circle wise summary (sample) is placed as below:

Annex 1 - Sanctioned Manpower in Circle Office – (Telecom stream)

Annex 2 - Sanctioned Manpower in BAs and OAs – (Telecom stream)

3.0 Implementation of Organizational Structure in ERP (IOSE) 2023.

Mapping/maintaining sanctioned posts in ERP and delimiting (inactivating) spare Posts (spare/excess Position IDs in ERP) **as and when they fall vacant**, shall facilitate posting of employees in line with BSNL's business needs on retirement, transfer, resignation and death.

3.1 Phased Implementation.

To ensure smooth execution of the mapping and such that day to day activities and business in Circles/BAs is not hampered, the mapping (IOSE) will be done in two phases as below. **Surplus/just sufficient/deficit strength in the cadre of SDE (T) as at 1.08.23 has been used as a broad indicator for determining the overall circle type.**



Phase 1 - 20 **deficit** territorial and non-territorial circles (Kerela, Maharashtra, HP, Odisha and CNTX NE, AN, AS, BSNL CO, CH MD, GUJ, HR, J&K, KTK, NE-I, NE-II, PB, Sikkim, TN, UKD, WB)

Phase 2 – 6 **just sufficient** and 13 **surplus** territorial and non-territorial circles (ALTTC, CHG, CNTX-W, JHK, KOL MD, NFS, AP, BBNW, BH, CNTX-E, CNTX-N, CNTX-S, ITPC, MP, QA&INS, RAJ, TLGN, UP(E), UP(W))

3.1 Process Flow.

Step-wise process to be followed in each circle in a time bound manner from the start-date of Phase 1 or 2 shall be as below.

Table 1 – Step-wise process flow for IOSE

Step	Task	Responsible Office	Target Dates (Phase 1)		Target Dates (Phase 2)	
			Start	Date	Start	Date
1	The required ERP Position IDs (against sanctioned posts) in Circle office and BAs/OAs shall be identified as per orders Nos. 4-2/2021-Restg dated 17.11.21, 23.11.21 and 29.11.21 issued by Restructuring cell.	Circle Office	25.09.23 09.10.23 (2 weeks)	to (2 weeks)	23.10.23 06.11.23 (2 weeks)	to
2	The required ERP Roles & Authorizations as per the responsibilities of the posts shall be assigned on these valid sanctioned positions with holder, i.e. having executive posted, by raising PIS issue to concerned ERP core L3 teams following L1-L2-L3 workflow of concerned ERP modules).	Primary-Circles/BAs Secondary-ERP Basis L3 team/Concerned ERP L3 modules	09.10.23 23.10.23 (2 weeks)	to (2 weeks)	06.11.23 20.11.23 (2 weeks)	to
3.	Excess posts (Positions IDs in ERP) shall be identified and all ERP Roles & Authorization assigned to these positions shall be de-assigned by using same workflow of L1-L2-L3 of ERP-Basis team. The excess Position IDs in ERP shall be delinked from virtual looking after	Primary - Circles/BAs Secondary-ERP Basis L3 team/ HR L3 team	23.10.23 6.11.23 (2 weeks)	to (2 weeks)	20.11.23 onwards, as and when they fall vacant	

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	<p>relationships, if any, in ERP (maintained for the purpose of extending ERP roles and authorizations), prior to de-assigning the roles and deactivation of position IDs.</p> <p>Circles shall coordinate with different ERP modules/Basis team/ HR team for smooth delimitation (inactivation) of unsanctioned Positions IDs in ERP (above 2% limit in BA and 5% limit in circle) as and when they fall vacant, to avoid sudden non access of important/sensitive/urgent T-codes. The ERP modules L1-L2-L3 PIS workflow shall be used for this purpose.</p>			
4.	<p>Once the required positions are mapped/maintained in ERP, IOSE shall be considered to be complete for that circle and the same shall be notified. There after, competent authority to approve any modifications shall be CMD BSNL.</p>	<p>Restructuring cell, BSNL CO</p>	<p>06.11.23 to 20.11.23 (2 weeks)</p>	<p>As and when IOSE is completed for a circle, the same shall be notified.</p>

Restructuring cell and ERP team shall conduct briefing sessions through VC for GM HRs of all circles on 19-20 Sep 2023, link for which shared in due course. This is issued with the approval of the competent authority.


(Anita Johri)
PGM (Restructuring)

Copy for kind information to:

1. PPS to CMD BSNL
2. PS to Functional Directors, BSNL Board.
3. PGM Pers, BSNL Corporate Office

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ANNEX 1 - Circle Office Manpower

Circle	To be mapped in ERP				SDE/ JTO	SDE	JTO	To be mapped in ERP			
	CG M	PGM/ Sr.GM / GM	DGM	AGM				DG M+ 2%	AGM +2%	SDE+ 2%	JTO +2%
AN	1	1	4	9	54	26	28	4	9	27	29
AP	1	5	14	8	85	40	45	14	8	41	46
AS	1	5	14	8	85	40	45	14	8	41	46
BR	1	5	14	8	85	40	45	14	8	41	46
CG	1	3	6	10	58	28	30	6	10	29	31
GJ	1	6	19	4	107	51	56	19	4	52	57
HP	1	3	6	10	58	28	30	6	10	29	31
HR	1	5	14	8	85	40	45	14	8	41	46
JK	1	3	6	10	58	28	30	6	10	29	31
JHK	1	3	6	10	58	28	30	6	10	29	31
KR	1	6	19	4	107	51	56	19	4	52	57
KTK	1	6	19	4	107	51	56	19	4	52	57
MP	1	5	14	8	85	40	45	14	8	41	46
MH	1	7	19	4	107	51	56	19	4	52	57
NE-I	1	3	6	10	58	28	30	6	10	29	31
NE-II	1	3	6	10	58	28	30	6	10	29	31
OR	1	5	14	8	85	40	45	14	8	41	46
PB	1	5	14	8	85	40	45	14	8	41	46
RJ	1	5	14	8	85	40	45	14	8	41	46
TN	1	6	19	4	107	51	56	19	4	52	57
TEL	1	5	14	8	85	40	45	14	8	41	46
UK	1	3	6	10	58	28	30	6	10	29	31
UPE	1	5	14	8	85	40	45	14	8	41	46
UPW	1	5	14	8	85	40	45	14	8	41	46
WB	1	5	14	8	85	40	45	14	8	41	46
CHT D	1	5	10	8	72	34	38	10	8	35	39
KolT D	1	5	10	8	72	34	38	10	8	35	39
Sikki m	1	1	4	9	54	26	28	4	9	27	29
Total	28	124	333	220	2213	1051	1162	333	220	1079	1190

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Annex 2 - Manpower other than Circle office

Circle	To be mapped in ERP			SDE/ JTO	SDE	JTO	To be mapped in ERP			
	PGM/ Sr.G M/ GM	DGM	AG M				DGM	AGM +2%	SDE +2%	JTO+2 %
AN	1	0	7	34	16	18	0	7	16	18
AP	13	44	211	927	442	485	44	215	451	495
AS	6	19	66	316	151	165	19	67	154	168
BR	6	17	86	370	177	193	17	88	181	197
CG	4	14	51	238	113	125	14	52	115	128
GJ	15	45	211	1002	379	623	45	215	387	635
HP	5	17	45	211	100	111	17	46	102	113
HR	8	31	108	453	216	237	31	110	220	242
JK	4	15	56	240	114	126	15	57	116	129
JHK	3	14	50	224	106	118	14	51	108	120
KR	22	53	421	1963	935	1028	53	429	954	1049
KTK	19	49	293	1386	650	736	49	299	663	751
MP	9	39	174	757	361	396	39	177	368	404
MH	20	69	361	1661	791	870	69	368	807	887
NE-I	3	11	33	145	69	76	11	34	70	78
NE-II	3	7	31	143	68	75	7	32	69	77
OR	9	30	112	507	242	265	30	114	247	270
PB	7	29	132	620	296	324	29	135	302	330
RJ	10	39	180	810	386	424	39	184	394	432
TN	19	52	285	1226	584	642	52	291	596	655
TEL	12	30	138	659	314	345	30	141	320	352
UK	3	15	45	210	100	110	15	46	102	112
UPE	10	42	156	705	336	369	42	159	343	376
UPW	5	22	98	453	203	250	22	100	207	255
WB	4	18	85	392	221	171	18	87	225	174
CHTD	4	1	94	469	208	261	1	96	212	266
KolT D	3	1	104	521	215	306	1	106	219	312
Sikki m	1	0	3	19	9	10	0	3	9	10
Total	228	723	3636	16661	7802	8859	723	3709	7957	9035

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ANNEXURE 3 - List of Surplus /Deficit/Just sufficient circles in the cadre of SDE(T) as on 01-08-2023

S.No	Circle Name	Circle Type	Phase	S.No.	Circle Name	Circle Type	Phase
1	CNTX-NE	Deficit	Ph 1	21	ALTTC	Just Sufficient	Ph2
2	HP	Deficit	Ph 1	22	CG	Just Sufficient	Ph2
3	KRL	Deficit	Ph 1	23	CNTX-W	Just Sufficient	Ph2
4	MH	Deficit	Ph 1	24	JKD	Just Sufficient	Ph2
5	OR	Deficit	Ph 1	25	KOL TD	Just Sufficient	Ph2
6	A&N	Deficit	Ph 1	26	NFS	Just Sufficient	Ph2
7	AS	Deficit	Ph 1	27	AP	Surplus	Ph2
8	BSNLCO	Deficit	Ph 1	28	BBNW	Surplus	Ph2
9	CHTD	Deficit	Ph 1	29	BH	Surplus	Ph2
10	GUJ	Deficit	Ph 1	30	CNTX-E	Surplus	Ph2
11	HR	Deficit	Ph 1	31	CNTX-N	Surplus	Ph2
12	J&K	Deficit	Ph 1	32	CNTX-S	Surplus	Ph2
13	KTK	Deficit	Ph 1	33	ITPC	Surplus	Ph2
14	NE-I	Deficit	Ph 1	34	MP	Surplus	Ph2
15	NE-II	Deficit	Ph 1	35	QA & INSP	Surplus	Ph2
16	PB	Deficit	Ph 1	36	RAJ	Surplus	Ph2
17	Sikkim	Deficit	Ph 1	37	TLGN	Surplus	Ph2
18	TN	Deficit	Ph 1	38	UP(E)	Surplus	Ph2
19	UKD	Deficit	Ph 1	39	UP(W)	Surplus	Ph2
20	WB	Deficit	Ph 1				

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Note: – Excess/Shortage beyond 10% has been taken as benchmark to categorize circles as surplus/deficit.

S.No	Criteria	Circle Type
1	Excess > 10% of Sanctioned Strength	Surplus
2	Shortage > 10% of Sanctioned Strength	Deficit
3	Shortage/Excess between 0% to 10% of Sanctioned Strength	Just Sufficient