



File No. 4-2/2021 – Restg.

Dated:-- 17 .11-2021

To

All CGM
(Territorial / Non Territorial Circles),
BSNL

Subject: Organizational Restructuring-- Issue of final Structure of Non territorial Circles –reg.
Refer:- This office letter no 4-2/2014-Restructuring dated 14.01.2020 & 15.01.2020

Consequent to the approval of BSNL Board, Management committee of BSNL Board had approved a detailed structure and guidelines on restructuring of Non Territorial Circles, issued vide letter no. 14.01.2020 and 15.01.2020 (referred above) & subsequent modifications from time to time.

Earlier the structure issued vide above referred letter in respect of Non Territorial Circles contained positional norms only up-to DGM or AGM level post.

Now BSNL management has approved the structures of Non-Territorial circles mapping the executives of all grades i.e. up-to JTO eq. level. Accordingly, kindly find enclosed the final structure of all Non territorial circles (**enclosed as annexure-I**) for implementation and further necessary action.

Further, following provisions have been considered in the structure-

1. Reporting Structure -All functional units under different business vertical at H.Q. of all Non territorial circles shall maintain three layer Structure for executives except core finance i.e. there shall be maximum 3 persons involved in processing a file before its approval by the head. The three layer of structure defined are as under:-

a) If the unit is Headed by PGM or GM level Executive/ officer-

i. First level- PGM/ Sr. GM/ GM or eq.

ii. Second Level- Addl. GM/ Jt. GM/ DGM eq. or AGM eq. (either or combination of the two working independently) i.e. DGM and AGM shall work independently and both shall report to First level.

iii. Third level- SDE eq. or JTO eq. (either or combination of the two working independently) i.e. JTO or eq. and SDE or eq. shall work independently and both shall report to second level.

(In the core finance second level shall be headed by DGM level with CAO reporting to DGM as per existing hierarchy whereas AO and JAO both working independently and shall be reporting to CAO).

b) If the unit is Headed by DGM or eq. level Executive/ officer:

i. First level- Addl. GM/ Jt. GM/ DGM or eq.

ii. Second Level- AGM/ CAO eq.

iii. Third level- SDE/AO eq. or JTO/JAO eq. (either or combination of the two working independently).

2. No. of SDE or eq. AO or eq. shown in the structure will include the combined strength of SDE and JTO eq. or AO and JAO eq. However JTO and JAO should preferably be used in the field/Area Office for operational works.

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3. The number of SDE or eq. shown under each unit in Non-Territorial Circles structure represents the combined numbers of SDE and JTO or eq. i.e. JTO/JAO or eq. shall not report to SDE/AO eq. The number of SDE shown in each unit may be modified by CGMT based on the work load/ requirement in that unit. However total number of SDEs and JTOs or eq. shall not exceed the total number of SDEs and JTOs or eq. of the circle arrived by aggregating the numbers shown under each unit.
4. Similarly BA head may modify the number of SDE/JTO eq. in a unit based on the work load/ requirement in that unit. However total number of SDE & JTO eq. shall not exceed the total number of SDE & JTO eq. of the Business Area arrived by aggregating the numbers shown under each unit. Further he may reallocate SDE/JTO eq. between Area Office & Business Area office within the norms & sanctioned strength.
5. All GM- (CN-Tx) and MPLS units shown in the structure and headed by GM/ Sr. GM/ PGM level Executive/ officer in Core Network- Tx circles has been considered as Business Area. Similarly all Zonal Training centers and NATFM headed by GM / Sr. GM/ PGM level Executive/ officer has been considered as Business Area under Training Center circle and all 4 zones of Inspection & QA Circle headed by GM / Sr. GM/ PGM level Executive/ officer shown in the structure been considered as Business Area under Inspection & QA Circle. The revised structures shall accordingly be implemented in SAP by FICCO and ERP BSNL CO.
6. The Manpower finalized for all Non-Territorial Circle (9 Nos.) is **enclosed as Annexure- II)**

The concerned ERP and FICCO team at corporate office shall make necessary modifications in SAP/ ERP in accordance with the structure and a compliance of its implementation shall be sent to Restructuring Unit for record please.

All Circle heads are requested to provide Feedback in respect of structure as well as in the operational norms, within 15 days from the date of issue of this letter, so that necessary actions on modifications if necessary is taken before actual implementation.

The complete Structure shall be implemented w.e.f. 01.01.2022.

This is issued with the approval of competent authority


Manish Kumar 17.11.21
GM (Restructuring)

Encl-

1. Structure of All Non-Territorial circles.
2. Manpower of Non-Territorial Circles.

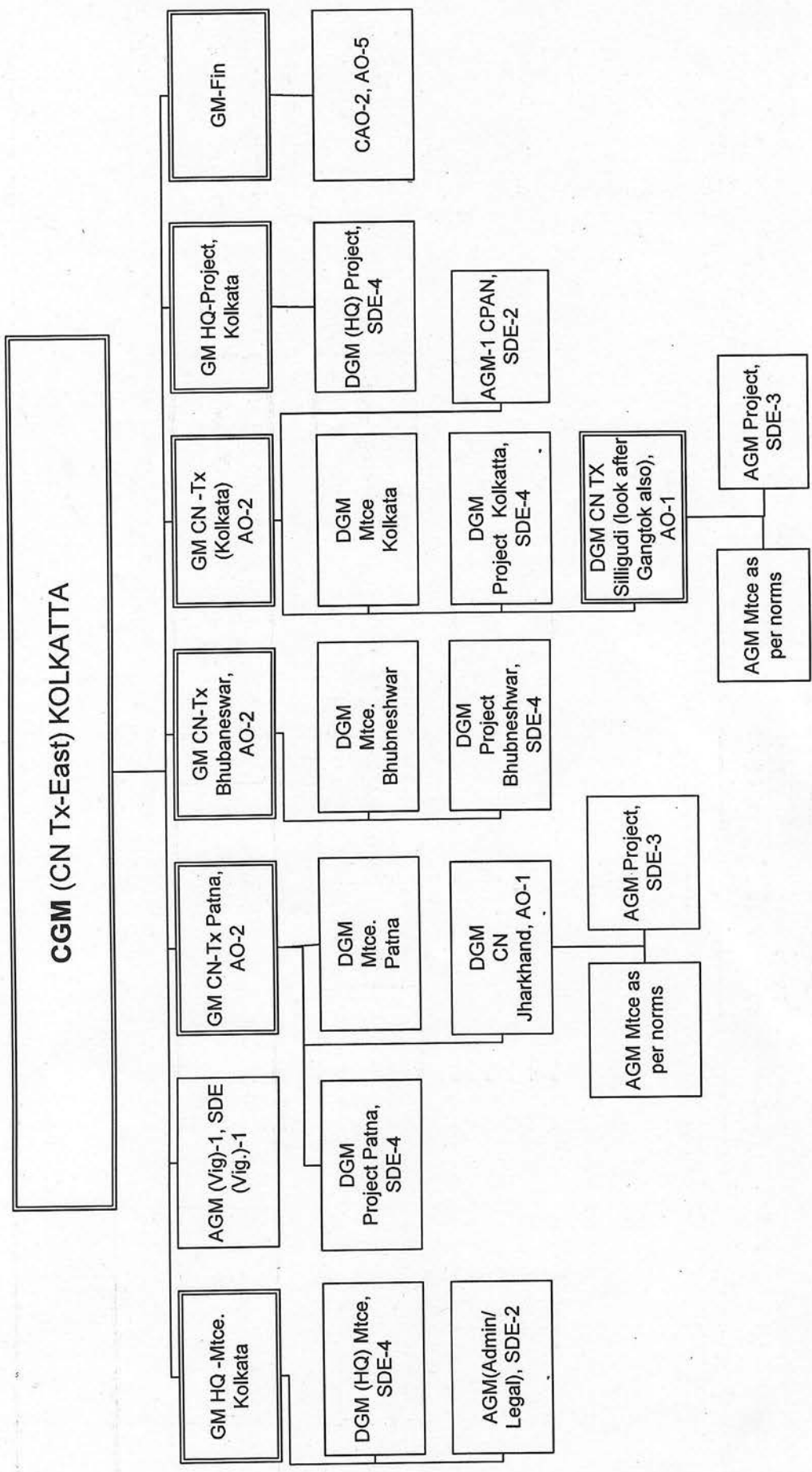
Copy to:

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. CGM (BW)/ CGM(EW)/CGM(Arch)/PGM(Pers.)/Sr. GM Estt./Sr. GM(CA)/Sr. GM (CBB)/ Sr. GM (SR)/Sr. GM (CIT)/GM (ERP/FICCO)/ CLO (SCT) for information and necessary action please.
6. Spare in the file



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ORGANISATION CHART CGM – Core Network Tx (East)

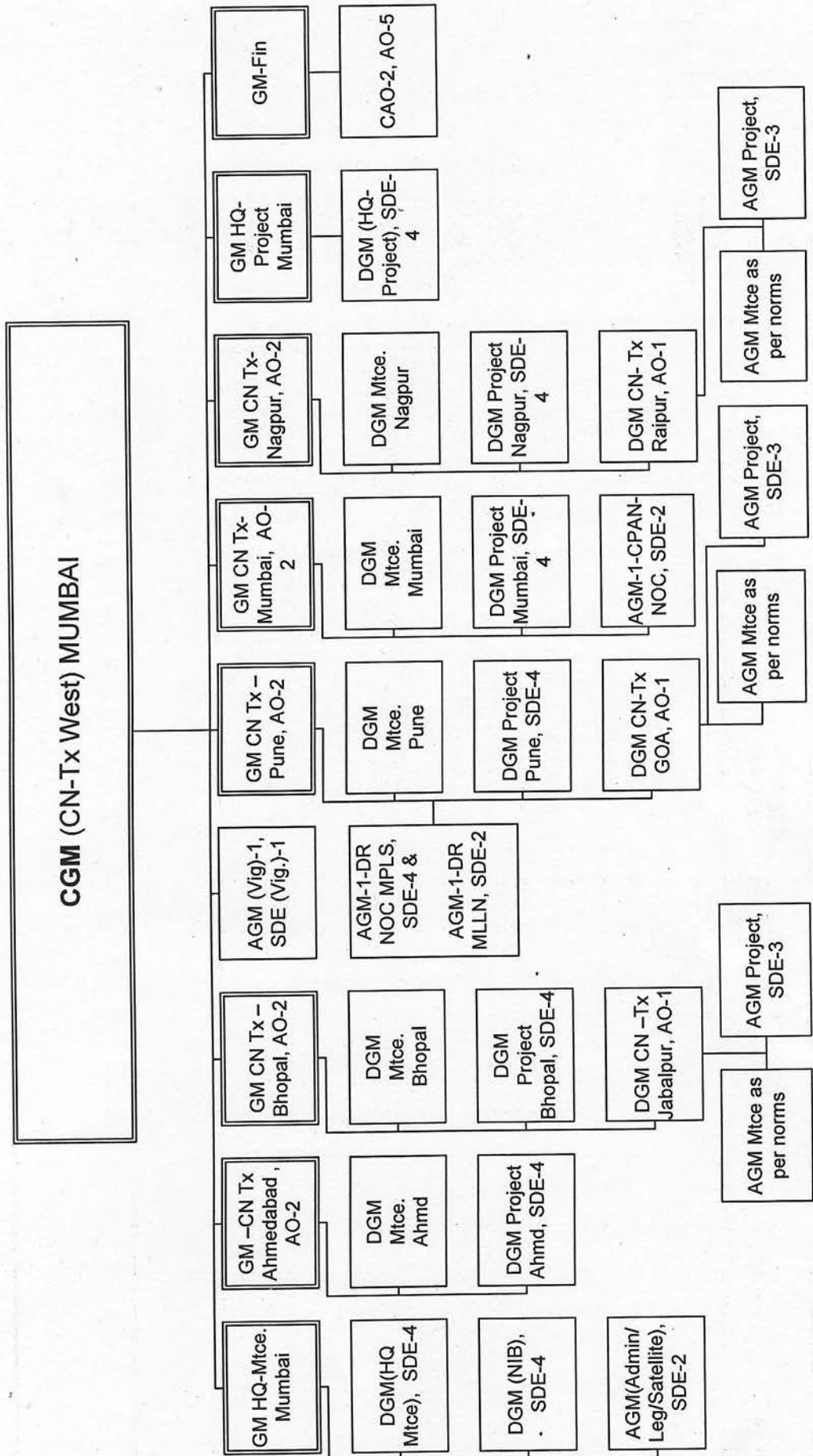


**Note: - 1. SDE/JTO under DGM/AGM (Mtce) in areas will be as per operational norms
 2. GM (HQ)-Proj., GM (HQ)-Mtce., GM (Fin.) and AGM (Vig.) will be part of Structure of Circle Office i.e. CGM CN-Tx.**

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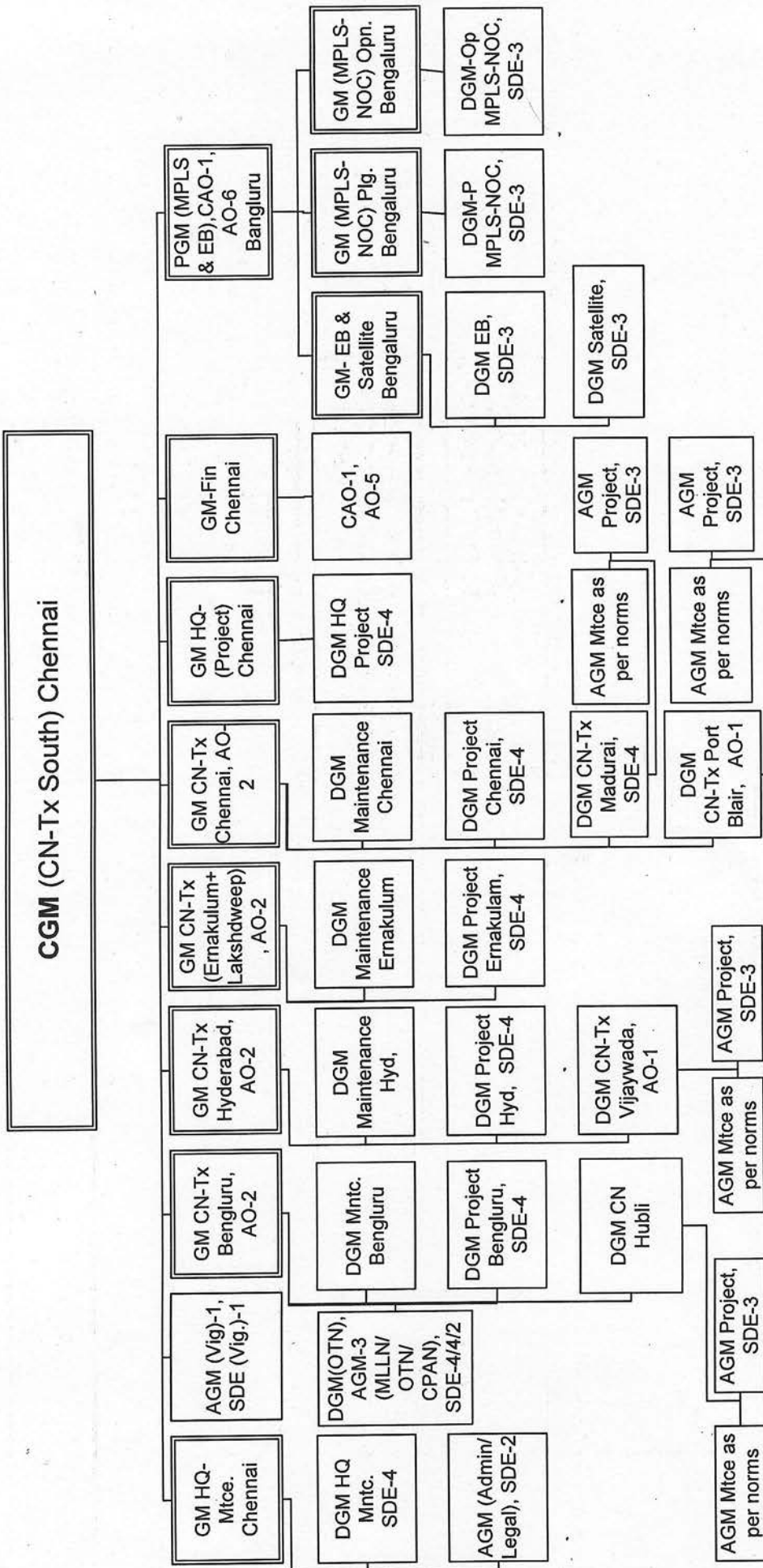
ORGANISATION CHART CGM – Core Network Tx (West)



**Note: - 1. SDE/JTO under DGM/AGM (Mtce) in areas will be as per operational norms
 2. GM (HQ)-Proj., GM (HQ)-Mtce., GM (Fin.) and AGM (Vig.) will be part of Structure of Circle Office i.e. CGM CN-Tx.**

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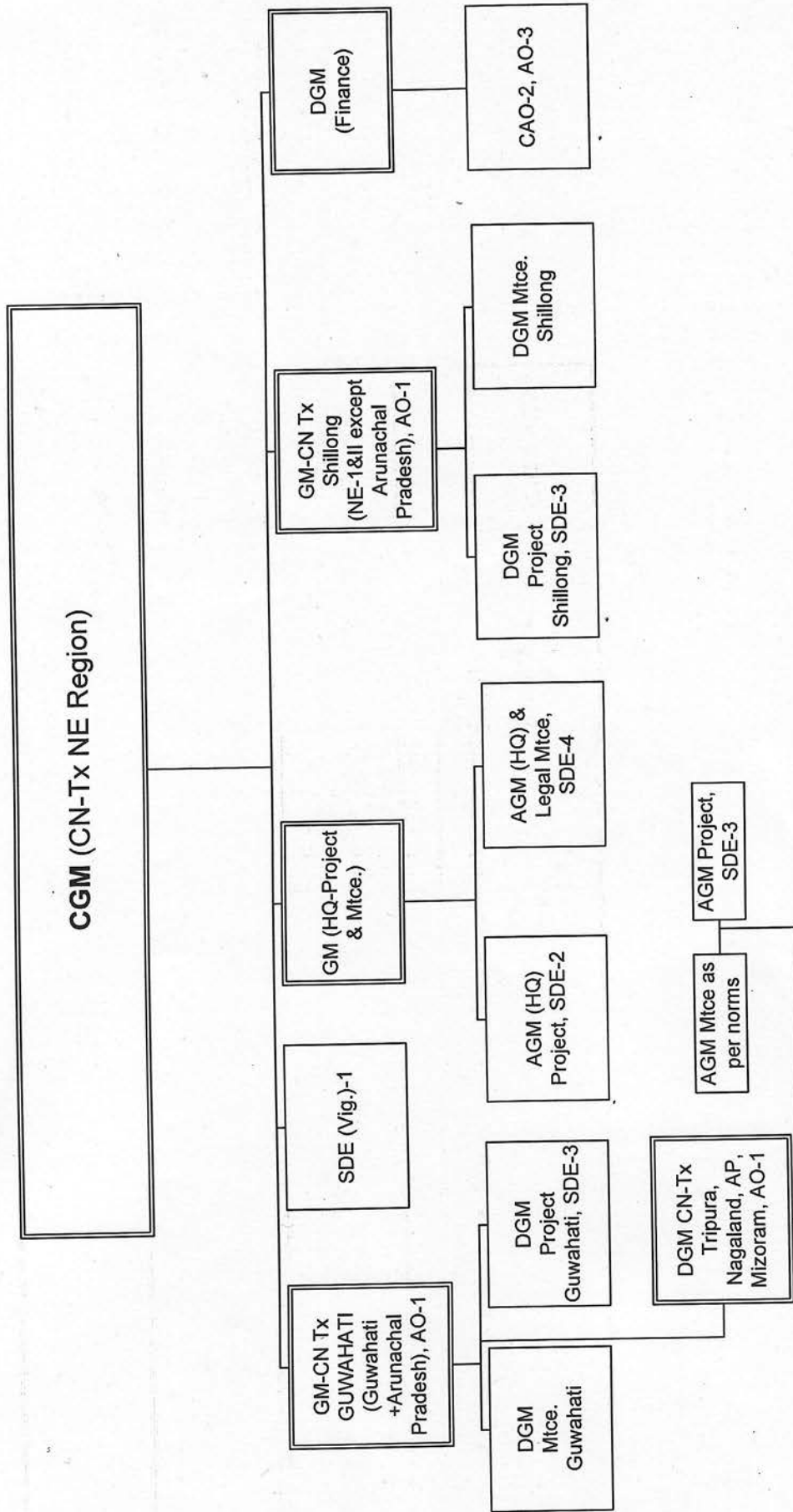
ORGANISATION CHART CGM – Core Network Tx (South)



**Note - 1. SDE/JTO under DGM/AGM (Mtce) in areas will be as per operational norms.
 2. GM (HQ)-Proj., GM (HQ)-Mtce., GM (Fin.) and AGM (Vig.) will be part of Structure of Circle Office i.e. CGM CN-Tx.**

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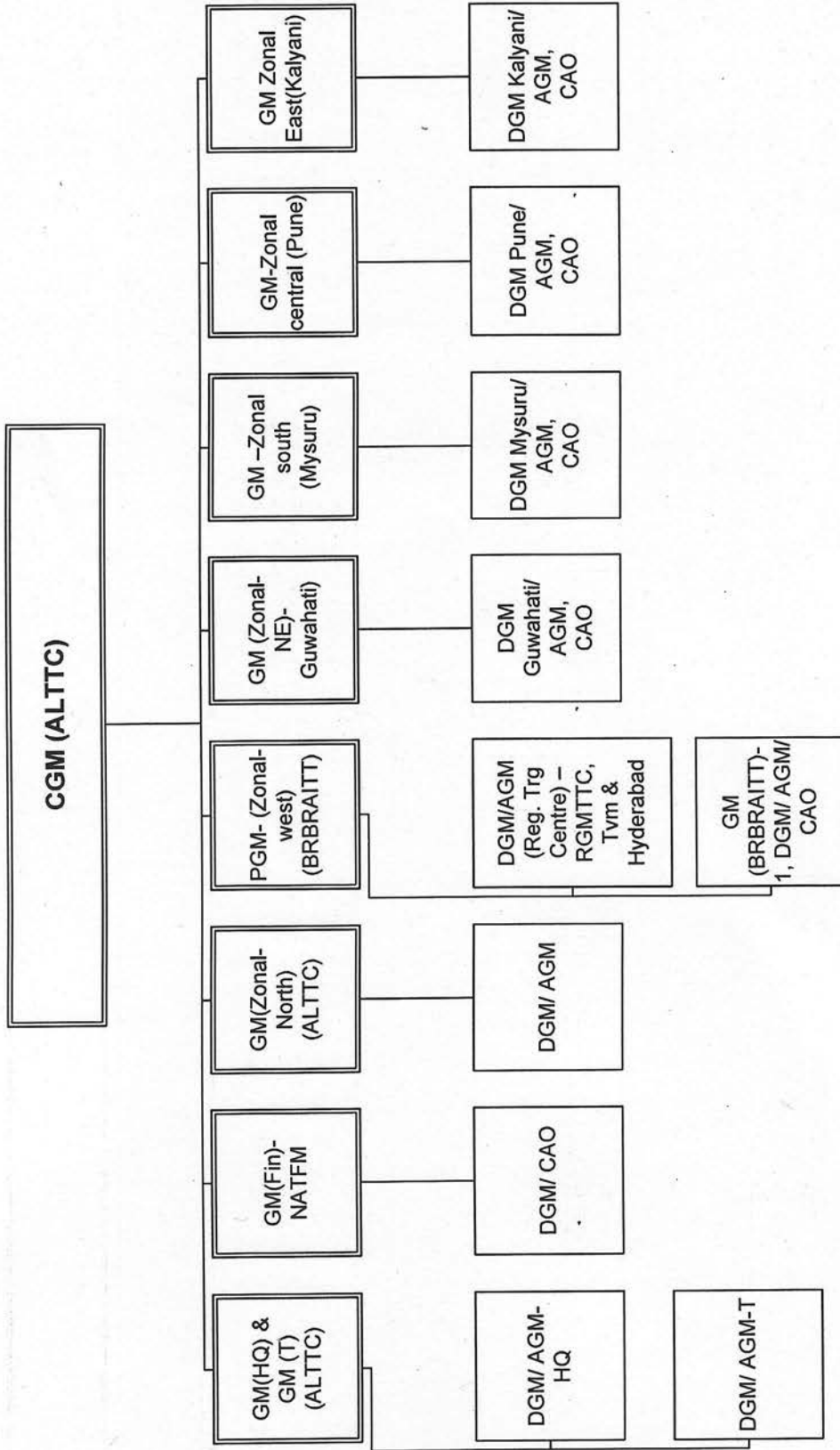
ORGANISATION CHART CGM – Core Network Tx North East Region



**Note: - 1. SDE/JTO under DGM/AGM (Mtce) in areas will be as per operational norms
 2. GM (HQ-Proj. & Mtce.), DGM (Fin.) and SDE (Vig.) will be part of Structure of Circle Office i.e. CGM CN-Tx.**

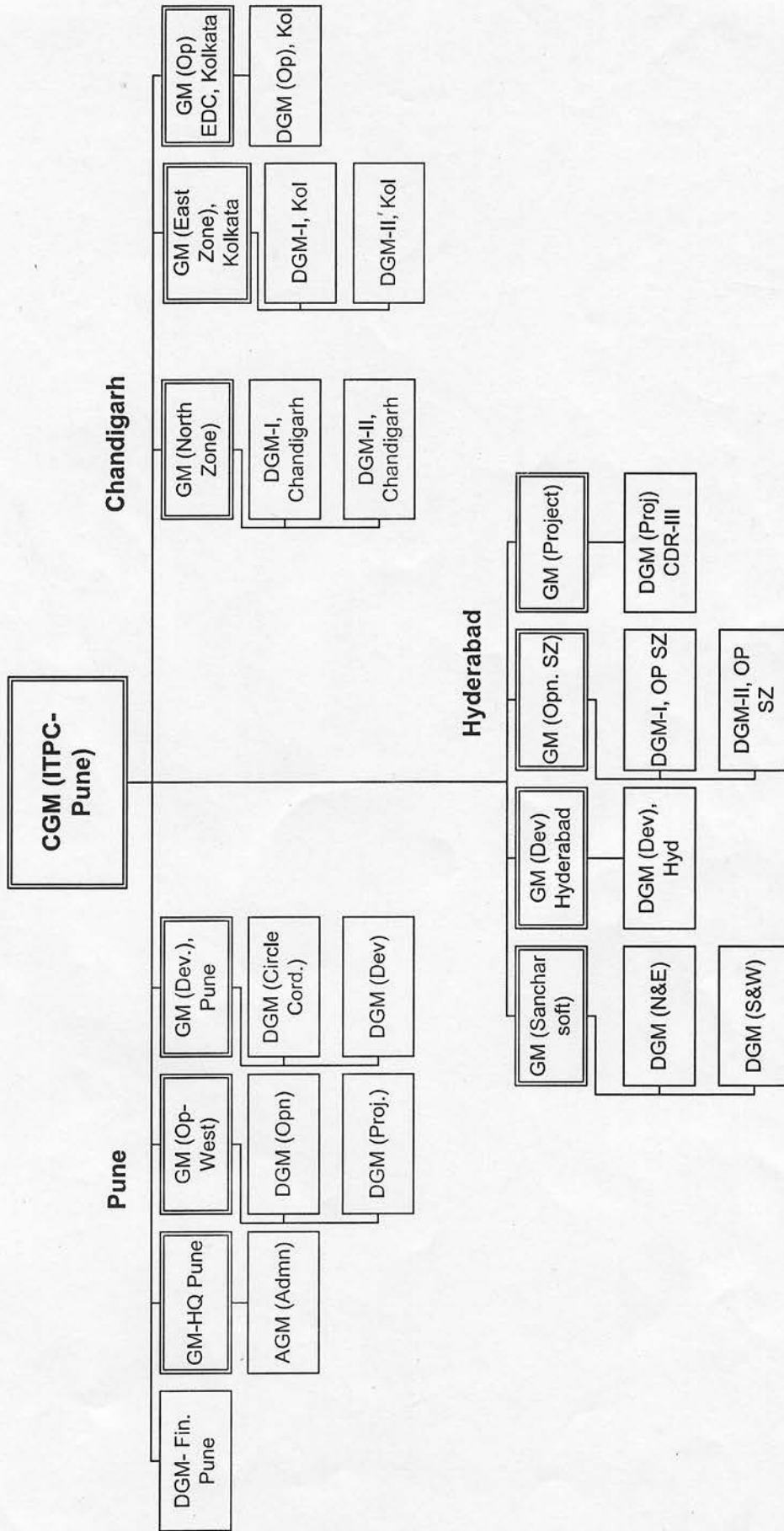
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Training Center (ALTTC, BRBRAITT, Zonal and Regional Training Centers)



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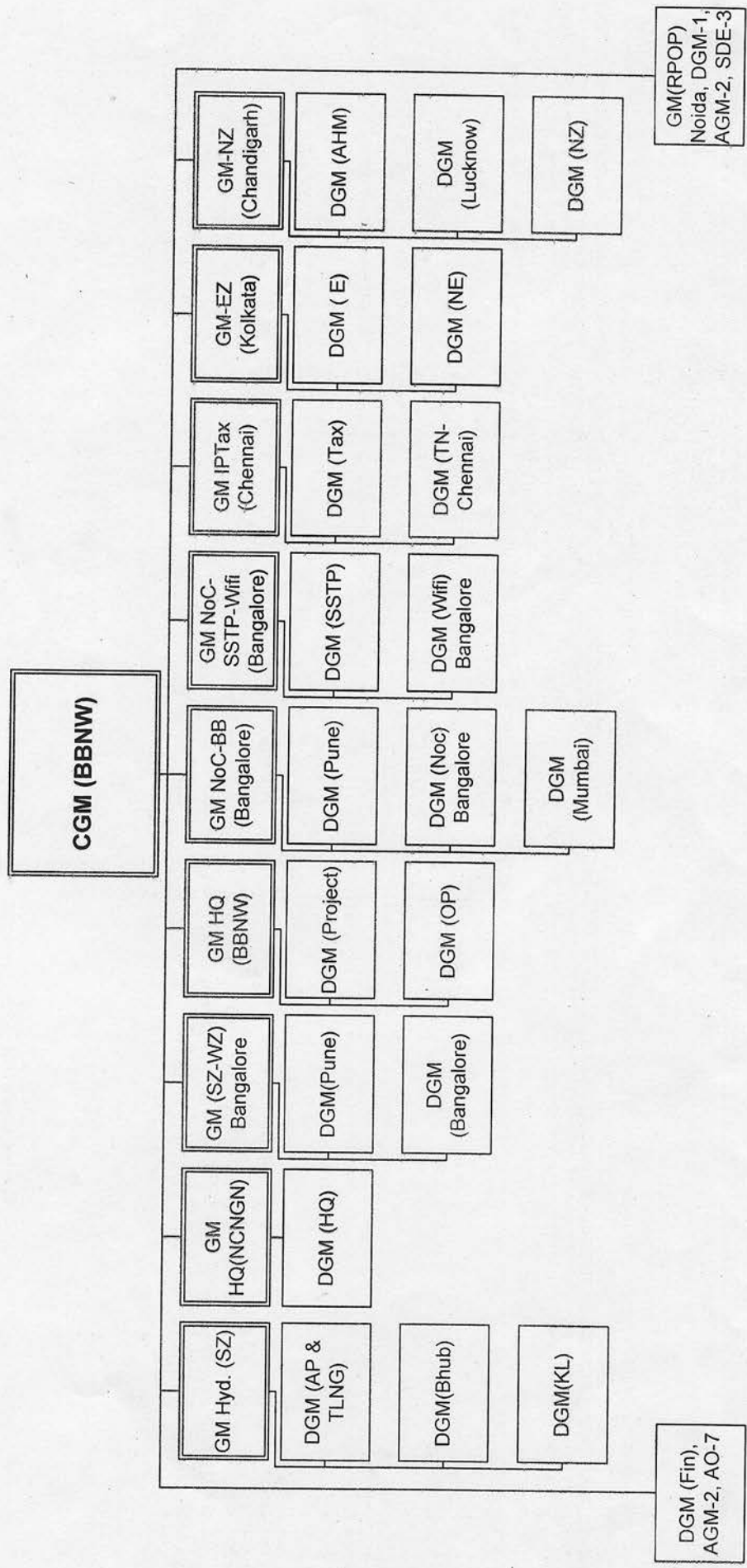
ORGANISATION CHART CGM-ITPC (Pune)



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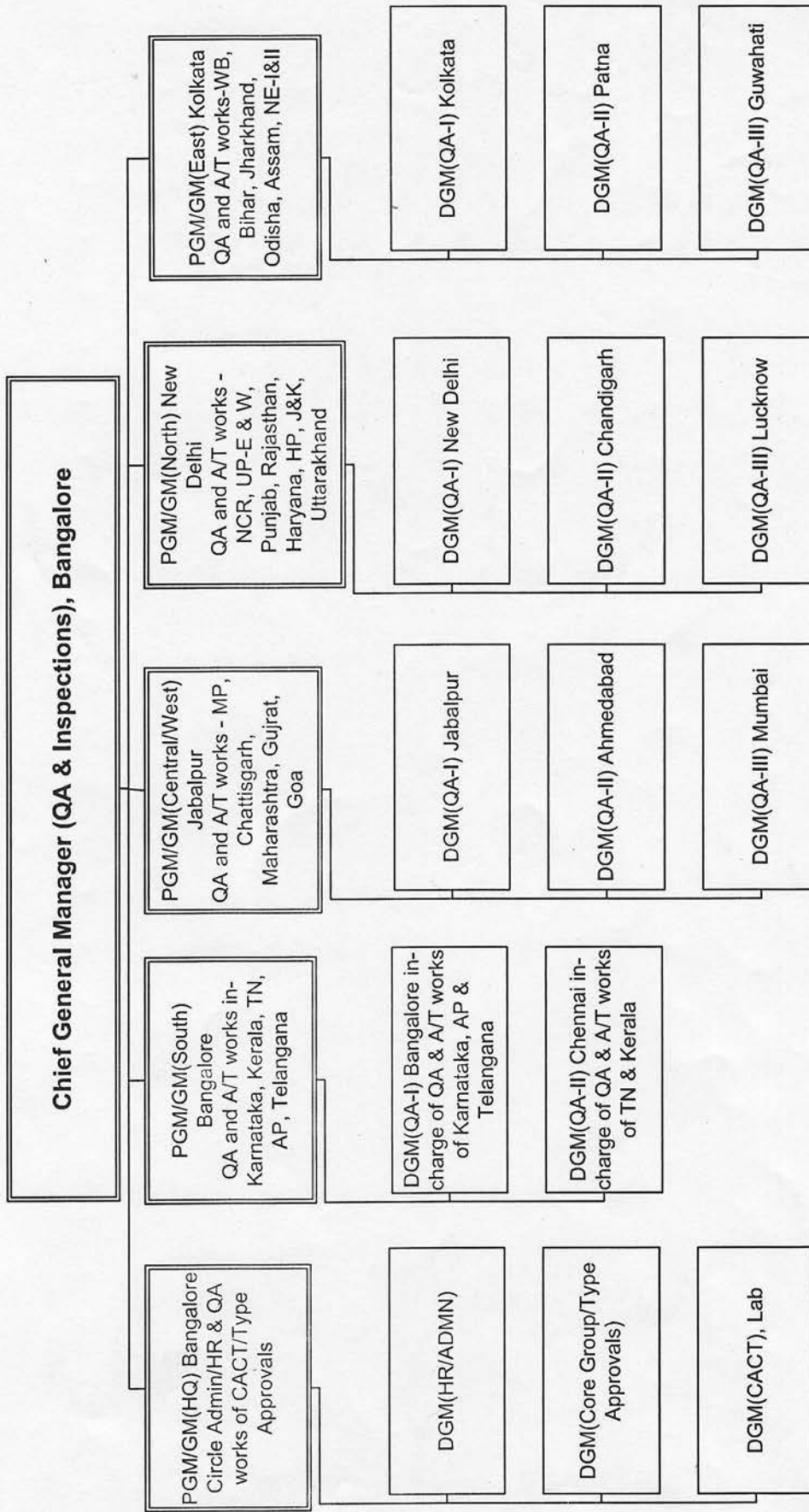
ORGANISATION CHART CGM (NCNGN & BBNW merged)



Note: - BBNW work- Chennai, Lucknow, Chandigarh and all IP Tax will be with respective territorial circles only

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Technical Wing Organization of QA & Inspection Circle:



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Sanctioned Manpower of Non Territorial Circles - Telecom stream

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

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Sanctioned Manpower of Non-Territorial Circles - Finance stream

Non-Territorial Circle	GM	DGM	CAO	AO/JAO
CN-TX	4	1	10	78
Trg Centre	1	1	6	22
ITPC	0	1	5	50
BBNW	0	1	2	7
Inspection & QA	0	1	2	5
Total	5	5	25	162

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Sanctioned Manpower in respect Training Centre under CGM (ALTTC)

Regional Trg Centres	Zonal Centres	CGM	PGM	GM	DGM	AGM	SDE/ JTO	GM(F)	DGM(F)	CAO	AO/ JAO	TT/ ATT	Total
	ALTTC & NATFM	1		3	2	9	24	1	1	1	10	4	56
	BRBRAITT		1	1	2	6	24		0	1	4	4	43
	RTTC Pune			1	1	2	12		0	1	2	2	21
	RTTC Kalyani			1	1	2	12		0	1	2	2	21
	RTTC Guwahati			1	1	2	12		0	1	2	2	21
	RTTC Mysuru			1	1	2	12		0	1	2	2	21
RGMITC Chennai					1	2	8		0	0	0	2	13
RTTC Trivandrum					1	2	8		0	0	0	2	13
RTTC Hyderabad					1	2	8		0	0	0	2	13
	Total	1	1	8	11	29	120	1	1	6	22	22	222

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