



File No. 4-02/2021 – Restg

Dated:24.11.2021

To

All CGMs
Territorial / Non Territorial Circles/BW,
BSNL.

Subject: BSNL Board approval on revised sanctioned strength post VRS restructuring in Civil Stream and the modifications in the Recruitment Policy-Reg

Approval of BSNL Board is hereby conveyed on Manpower requirement and modifications in Recruitment Rule post VRS restructuring, in respect of Civil Stream, as under:

- 1. The revised Sanctioned strength post VRS shall be effective w.e.f. 01.02.2020.**
All the post of Executives who have taken VRS are abolished w.e.f. 01.02.2020. The post held by the Executives retiring on superannuation from 01.02.2020 to 31.01.2022 shall be considered as personal and supernumeric in terms of the decision of cabinet conveyed vide DoT letter dated 05.01.2021 (the post held by employees in the age of 58-60 Years will lapse as and when such employees retires during the period from 01.02.2020 to 31.01.2022).
2. After taking into consideration the abolition of post as per para 1 above, the approved man power in different grades in respect of Executives of Civil Stream is as under -

Grade	Manpower approved
CGM/PGM	5
Sr.GM/GM	18
DGM- Internal	37
AGM- Int	108
MT	27
SDE	359
JTO	393
Executive Total	947

1 No. CGM Post at CO and 22 PGM/Sr. GM/GM level post has been considered at different locations as per structure.



3. 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.
4. The revised sanctioned man power post VRS in all Territorial, Non- Territorial Circles, Corporate office in respect of Executives of Civil stream upto AGM Grade is enclosed as **Annexure-I**.
5. Norms for operational functions for SE/ EE/SDE& JTO in the field in Civil streams and their reporting are as under-

	SE	AGM eq.	SDE/JTO eq
Norms	BA Category I & II	BA category I to IV - 1 No. AGM	1. Cat-I- 6 Nos. 2. Cat-II- 5 Nos. 3. Cat-III- 3 Nos. 4. Cat-IV- 1 No. 5. Area office- 1 (> 10 Cr-222 locations)
Manpower	19 (As per List of locations)	97 (as per List of locations)	

- a. The location of SE and EE which have been considered in the circle structure and for operational works at different locations are enclosed as **Annexure- II**.
- b. Locations of SDE/JTO for operational work will be issued by concern cadre controlling authority i.e. CGM (BW) based on work load and copy of list shall be sent to Restructuring unit BSNL CO, for records.
- c. As the presence of civil executives are required at Project site. So, depending upon the workload at a geographical location for project execution or maintenance work or for Asset monetization, the location of SE, EE, SDE/JTO can be changed by the cadre controlling authority i.e. CGM(BW), based on business requirement of BSNL, within the overall grade strength and with the approval of Director- HR.
- d. Presently there is dual reporting system in respect of executives of civil stream based on earlier organizational structure in BSNL. Since the Organisational Structure has been revised and SSA concept no longer exist, so a revised reporting structure shall be issued by concern cadre controlling authority i.e. CGM (BW) in line with modified Organisationsal Structure and a copy shall be sent to Restructuring Unit for records.



6. Following modifications are approved in the Recruitment Rule of Executives of Civil Stream are as under:

- a) Direct Recruitment in JTO and MT shall be continued in Executive Grade in Civil Stream.
- b) Number of MT Management Trainee post considered for Civil Stream is 27 with Internal and External provision 50:50 i.e. 50% of total post (14) for Internal and 50% of total post (13) for external. Further the internal provisions have been converted into LICE for promotion from SDE to EE grade. Accordingly, these provisions may be added or modified in the MTRR and MSRR of civil stream.
- c) 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 or eq. to SDE or eq. are delayed and the Executives are stagnating at JTO or eq. level for more than 15 to 20 years. So considering the HR best practices and uniformity in policy across all the streams, 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, the post of SDE will be reverted back in JTO grade. Accordingly, the RR of SDE may be modified.
- d) The number of GM and above grade executives working in civil 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.
- e) No increment shall be allowed on post based promotion from GM/ Sr. GM to PGM/CGM posts.
- f) No Direct recruitment will be made in future without the approval of the BSNL Board. So, Direct Recruitment in the JTO/MT 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.



Further actions on the above are to be taken by CGM (BW) and Personnel unit of BSNL CO being the cadre controlling for executives of Civil Stream and Recruitment Policy may accordingly be modified and published.

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

This is issued with the approval of Competent Authority.

Enclosures: Annexure-I, Annexure-II


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

Annex-I

Sanctioned Manpower (upto AGM/EE level) of Territorial, Non
Territorial Circles and Corporate Office- Civil Stream

Circle	PCE/Sr CE/CE	DGM/SE	AGM/EE
AN	0	0	1
AP	1	1	5
AS	1	1	5
BR	1	1	3
CG	0	1	3
GJ	1	2	6
HP	1	1	7
HR	1	1	4
JK	0	1	3
JHK	0	1	3
KR	1	2	8
KTK	1	2	6
MP	1	2	5
MH	1	2	9
NE-I	0	1	4
NE-II	0	1	4
OR	1	1	4
PB	1	1	5
RJ	1	2	5
TN	1	1	8
TEL	1	1	4
UK	0	1	3
UPE	1	1	6
UPW	1	1	5
WB	1	2	5
Sikkim	0	0	1
CHTD	0	1	2
KolTD	0	1	2
CO	3	2	4
CN-TX-N	1	1	3
ALTTC	0	1	2
Total	22	37	135

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PROPOSED LOCATION OF SE(C) AND EE(C) CIRCLE WISE AND BA WISE IN CIVIL WING							
S N	NAME OF CIRCLE	SE		EE			
		Nos	LOCATION	Nos	DIVISION LOCATION	CE/SE OFF (Plg)	TOTAL
1	ALTTC	1	ALTTC		ALTTC	2	2
2	ANDHRA PRADESH	1	VIJAYAWADA	4	VIJAYAWADA CHITTOR(TIRUPATHI) RAJAHMUNDRY(EAST GODAVARI) VISAKHAPATNAM	1	5
3	ASSAM	1	GUWAHATI	4	GUWAHATI JORHAT SILCHAR TEZPUR	1	5
4	BIHAR	1	PATNA	2	PATNA MUZAFFARPUR	1	3
5	BSNL CO	2	DGM(BW) DGM(LM)	0	AGM(BW) AGM(W&QA) AGM(LM-I) AGM(LM-II)	4	4
6	CHATTISGA RH	1	RAIPUR	2	RAIPUR BILASPUR	1	3
7	CHENNAI TD	1	CHENNAI	2	CHENNAI-1 CHENNAI-2	0	2
8	GUJARAT	2	AHMEDABAD RAJKOT	5	AHMEDABAD RAJKOT(M) SURAT(L) VADODRA JUNAGARH	1	6
9	HARYANA	1	AMBALA	3	AMBALA GURGAON ROHTAK	1	4
10	HP	1	SHIMLA	5	SHIMLA DHARAMSHALA SUNDER NAGAR	2	7

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A/c.m (Resg)

PROPOSED LOCATION OF SE(C) AND EE(C) CIRCLE WISE AND BA WISE IN CIVIL WING							
S N	NAME OF CIRCLE	SE		EE			
		Nos	LOCATION	Nos	DIVISION LOCATION	CE/SE OFF (Plg)	TOTA L
					HAMIRPUR		
					SOLAN		
11	J&K	1	JAMMU	2	JAMMU	1	3
					SRINAGAR		
12	JHARKHAND	1	RANCHI	2	RANCHI	1	3
					JAMSHEDPUR		
13	KARNATAKA	2	BANGLORE	5	BANGLORE -1	1	6
			HUBLI		BANGLORE -2		
					HUBLI		
					BELGAUM		
					MYSORE		
14	KERALA	2	ERNAKULAM	7	THIRUVANANTHAPUR AM	1	8
			THIRUVANANTHA PURAM		ERNAKULAM		
					KANNUR		
					THRISSUR		
					KOTTAYAM		
					KOZIKODE		
					KOLLAM		
15	KOLKATA PHONES	1	KOLKATA	1	KOLKATA-1	1	2
					KOLKATA-2		
16	MADHAYA PRADESH	2	BHOPAL	4	BHOPAL	1	5
			INDORE		INDORE		
					JABALPUR		
					GWALIOR		
17	MAHARASHT RA	2	MUMBAI	7	MUMBAI	2	9
			NAGPUR		PUNE		
					NAGPUR		
					KALYAN		
					KOHLAPUR		
					AURANGABAD		
					NASIK		

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PROPOSED LOCATION OF SE(C) AND EE(C) CIRCLE WISE AND BA WISE IN CIVIL WING							
S N	NAME OF CIRCLE	SE		EE			
		Nos	LOCATION	Nos	DIVISION LOCATION	CE/SE OFF (Plg)	TOTAL
18	NE-I	1	SHILLONG	3	SHILLONG	1	4
					AIZWAL		
					AGARTALA		
19	NE-II	1	DIMAPUR	3	DIMAPUR	1	4
					IMPHAL		
					ITANAGAR		
20	CN(Tx-North)	1	NEW DELHI	2	NEW DELHI-1	1	3
					NEW DELHI-2		
21	ODISHA	1	BHUBNESWAR	3	BHUBNESWAR	1	4
					CUTTACK		
					SAMBALPUR		
22	PUNJAB	1	CHANDIGARH	4	CHANDIGARH	1	5
					BHATINDA		
					JALANDHAR		
					LUDHIANA		
23	RAJASTHAN	2	JAIPUR	4	JAIPUR	1	5
			JODHPUR		JODHPUR		
					UDAIPUR		
					BIKANER		
24	TAMILNADU	1	CHENNAI	6	CHENNAI	2	8
					COIMBATORE		
					MADURAI		
					TRICHY		
					TRUNELVELI		
					PORT BLAIR		
25	TELENGANA	1	HYDERABAD	3	HYDERABAD-1	1	4
					HYDERABAD-2		
					WARANGAL		
26	UP-E	1	LUCKNOW	5	LUCKNOW	1	6
					PRAYAGRAJ		
					GORAKHPUR		

PROPOSED LOCATION OF SE(C) AND EE(C) CIRCLE WISE AND BA WISE IN CIVIL WING							
S N	NAME OF CIRCLE	SE		EE			
		Nos	LOCATION	Nos	DIVISION LOCATION	CE/SE OFF (Plg)	TOTAL
					KANPUR VARANASI		
27	UP-W	1	MEERUT	4	MEERUT BAREILLY ALTTC AGRA	1	5
28	UTTRAKHAN D	1	DEHRADUN	2	DEHRADUN HALDWANI	1	3
29	WEST BANGAL	2	KOLKATA SILIGURI	4	KOLKATA SILIGURI ASANSOL KHARAGPUR	1	5
30	A &N					1	1
31	Sikkim				GANGTOK	1	1
TOTAL			37	97		38	
135							

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