



**File No. 4-02/2021 – Restg**

**Dated:24.11.2021**

**To**

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

**Subject: BSNL Board approval on revised sanctioned strength post VRS restructuring in all other Streams and the modifications in the Recruitment Policy-Reg**

BSNL Board after due consideration to the Man power Plan post VRS restructuring and placed before the Board, approved the following on Manpower requirement and modifications in Recruitment Rule in respect of Telecom factory, Architect, CSS, CSSS(PA/PS/PPS/Sr. PPS) streams:

- 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. Further 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 Grade wise approved manpower in respect of Executives of Telecom factory, Architect, CSS, CSSS(PA/PS/PPS/Sr. PPS) are as under-**

**A. Telecom factory:**

<b>Grade</b>	<b>Manpower approved</b>
<b>PGM</b>	<b>1</b>
<b>Sr.GM/GM</b>	<b>3</b>
<b>DGM</b>	<b>6</b>
<b>AGM</b>	<b>10</b>
<b>SDE</b>	<b>17</b>
<b>JTO</b>	<b>19</b>
<b>Executive Total</b>	<b>56</b>



- i. All 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.
- ii. One PGM post has been considered at BSNL CO and other 3 GM/ Sr. GM Post are considered in 3 BA's i.e. Jabalpur, Kolkata and Mumbai. The distribution of DGM and below level Executives shall be done by PGM (Pers) in consultation with PGM(TF) BSNL CO, in accordance with the workload in the BA's.

**B. Architect:**

Grade	Manpower approved
CGM	1
Sr.GM/GM	2
DGM	6
AGM	10
SDE	15
JTO	20
<b>Executive Total</b>	<b>54</b>

- i. All 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.
- ii. One CGM post has been considered at BSNL CO and 2 GM/ Sr. GM Post are considered in the two zones i.e. North and South H.Q at Delhi and Chennai respectively. The distribution of DGM and below level Executives shall be done by PGM (Pers) in consultation with CGM (Architect) BSNL CO in accordance with the workload and requirement.

**C. CSS:**

Grade	Manpower approved
DGM	6
AGM	14
SDE	22
JTO	24
<b>Executive Total</b>	<b>66</b>



- iii. All posts, in excess of the approved sanctioned strength Post VRS restructuring, by BSNL Board in different grades and streams stand abolished w.e.f. 01.02.2020.
- iv. Considering the expertise of CSS cadre, 6 post of DGM has been considered to be utilized under HR vertical.

**D. CSSS (PA/PS/PPS/Sr. PPS):**

Grade	Manpower approved (Corporate office / Field)
Sr. PPS	3/0
PPS	3 / 37
PS	10 / 159
PA	10 / 174
<b>Executive Total</b>	<b>26/370</b>

All 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.

3. Following modifications in the Recruitment Rule have been approved:

- a) 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, a JTO with 12 Years service in JTO grade as on 1<sup>st</sup> 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 in all the streams.
- b) The number of GM and above grade executives working in Telecom Factory streams are more than the numbers fixed under post VRS





strength. These executives shall be used on the common management post like HR/Admin/S&M/EB/IT and BA head etc.

- c) No increment shall be allowed on post based promotion from GM/ Sr. GM to PGM posts.
- d) No Direct recruitment will be made in future without the approval of the BSNL Board.

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

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

This is issued with the approval of competent authority

  
**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