



All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2020/27

Dated 04.05.2020

To,

Shri P. K. Purwar Ji,
Chairman & Managing Director,
BSNL, New Delhi.

Subject: Reports called from circles for revision of sanctioned strength of various grades in the Post VRS-2019 era under BSNL restructuring plan for proper utilization of work force - Reg.

Reference: 1. L. No. 5-03/2019-TE Dated 21.04.2020 of Estab Cell CO New Delhi dated 21.04.2020
2. L. No. GS/AIGETOA/2020/04 dated 22.01.2020 of GS-AIGETOA

Respected Sir,

We would like to bring to your kind knowledge about growing resentment among executives, which has increased further due to the letter issued by establishment cell for gathering information from circles as referred at #1. It is well in our knowledge that restructuring work is in progress, which includes reassessment of sanctioned strength in various grades after successful implementation of VRS-2019, where 78569 employees were given VRS on 31.01.2020 leaving only 71008 employees (including 31117 executives) in BSNL as on 01.02.2020. In this position, the remaining executives were expecting a quick response from the management to execute pending promotion in various grades. But instead of executing pending promotion, information started reaching that the restructuring cell is pruning the sanctioned strength in various grades without taking note of future promotional avenues of the working executives, which has seriously enraged executive fraternity. ***This is the reason that we have sought your kind intervention for our formal meeting with the restructuring team to submit our input on the reassessment and future requirement of posts in various grades to ensure smooth career progression of the remaining executives like other CPSEs.*** This couldn't happen due to sudden lock-down in view of COVID-19 but we hope that now same will be arranged at the earliest.

In between, the referred letter of establishment cell with confusing words in last column of the table seeking information have further escalated the anxiety among the executives. The tabular content of letter seeking information is reproduced here for ready reference:

INFORMATION SAUGHT BY ESHTAB CELL, CO NEW DELHI ON DT 21.04.2020 FROM CIRCLES						
Sl no.	Grade /Post (a)	Sanctioned Strength as on 31.01.2020 (b)	Pre-VRS working strength (c)	Post Working strength as on 01.02.2020 (d)	Number of VRS optees (e)	Excess sanctioned Strength as on date (b-d)

Above content gives an impression that all excess vacancies for various grades as shown in last column have become excess and may be abolished. This has created all ambiguity as it is not in line with the BSNL VRS-2019 Scheme as approved by BSNL Board, which states in clause 8 (ii) that:

"There shall be no recruitment in BSNL against the posts falling vacant on account of voluntary retirement under the scheme and these posts will be abolished."

The matter has been further complicated due to no clarity on methodology and discussion by the management in reorganizing the sanctioned strength in various executives' grades in BSNL 2.0 as part of the restructuring plan in post VRS era. ***Here, we would like to highlights some figure about executives' strength in Telecom and Finance wing, which itself speaks the position and shows the extreme requirement of promotion in all grades in both the streams.***

TELECOM AND FINANCE STREAM FIGURE AS ON 01.02.2020 IN BSNL*:

GRADE	SANCTIONED STRENGTH	WORKING STRENGTH	VRS OPTEE	VACANT POSITION
TELECOM STREAM				
DGM Equivalent	1481	187	188	1294
AGM Equivalent	9304** (5304+4000)	1703	3373	7601
SDE Equivalent	21591** (25591-4000)	7553	3832	14038
JTO Equivalent	37608	14722	1838	22886
FINANCE STREAM				
DGM Equivalent	462	33	202	429
CAO Equivalent	1347	69	239	1278
AO Equivalent	5125	2062	1897	3063
JAO Equivalent	6703	2393	176	4310

*Approximate figure as on 01.02.2020, ** After approx 4000 posts of SDE upgraded to AGM in 2018.

It is important to note that the stake of BSNL recruited executives are highest in post VRS era as they constitute major part with longest shell life and they joined BSNL with a dream to have good career progression. They are waiting for promotion from many years even after having professional qualification as well as enough telecom experience with sufficient numbers of vacancies also available as shown above. ***The VRS has given an opportunity to the management to offer these executives a satisfactory career progression at least in remaining period and let them to work more aggressively towards the company to realize the dream of the government, employees and public to bring back the glorious days for BSNL once again.***

In this regard, we request for your kind intervention for the followings:

- Immediate filled up of all vacancies in various grades/streams through existing executives who have completed residency period in the preceding grade.
- Formal meeting with AIGETOA to discuss BSNL restructuring plan including reorganization of the sanction strength of various executives' grades in BSNL 2.0 as AIGETOA is true representatives of BSNL recruited executives and having 2nd highest paid membership as per current pay roll.
- The sanctioned strength should be worked out in such a fashion that remaining executives must be ensured smooth career progression and hence sufficient number of vacancies should be ensured in SDE, AGM, DGM equivalent grades in Telecom, Finance and other streams. If required for the purpose, existing operational grade ambit may be redefined as per suitability.
- The establishment cell should issue clarification in view of the ambiguity in seeking information through its letter dated 21.04.2020.

Therefore, we once again request for your kind intervention and implementation of the proposals as detailed above to ensure satisfactory career progression of the executives recruited by BSNL.

With kind regards,

Yours Sincerely,
--Sd/--

[MD. WASI AHMAD]
General Secretary

Dated: 04.05.2020

Copy to:

1. Shri Arvind Vadnerkar ji, Director (HR), BSNL Board, New Delhi for kind info and n/a pl.
2. Shri Saurabh Tyagi, Sr GM(Estab) CO, New Delhi for kind info and n/a pl.
3. Sri Manish Kumar, GM(Restructuring) CO, New Delhi for kind info and n/a pl.