



**ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION
ASSAM CIRCLE BRANCH : GUWAHATI**

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No.AIBSNLEA/ASSAM/CORR/2020-21/07

Dated : 05-07-2021

To
The General Secretary,
AIBSNLEA, CHQ,
New Delhi.

Sub:- Confusing Restructuring Policies – reg.

Respected Comrade,

With due respect, I want to invite your kind attention to the confusing Restructuring policies. Here, I am mentioning some points to be clarified.

That sir, I) As per the organizational Structure Table on page20, One DGM(F), Two CAOs and 12 AOs & JAOs are proposed.

II) The CAOs are named as CAO(F) & CAO(TR & Claims), this is erroneous as CAO(F) is the CAO responsible for Claims, Banking & Budgeting in the SSA. Adding claims to TR will cause dilution of that function. CAO(TR) is to be assisted by 6 AOs/JAOs as per organization hierarchy.

III) However, as per operational staffing norms.

a) 1BB=1.5LL, b) 1 FTTH = 1.5LL, c) 1 LC = 3LL . Now taking the example of Kamrup SSA
(i) 12000 *1 = 12000, (ii) 4500*1.5 = 6750, (iii) 4000*1.5 = 6000 , (iv) 1800*3 = 5400
(though it is not clear that this position will be considered from the point of view of

revenue owning SSA or BCA, in the case of later these lines will be about 800 only) and (v) Total : 30000.

IV) The 40 k operational requirement needs only 4 AO/JAO for TR - How will this conflict be resolved and what shall take precedence is unclear.

V) No norms have been suggested for the Mobile Customers TR officers. How will the same be decided?

VI) In case of Leased Circuits, considering one LC as equivalent to 3 LL and deciding the staffing norms is a misnomer. The EB customers may be limited but the level of check & persuasion there requires huge efforts and therefore it is suggested that the concept of Nodal SSA in EB is to be introduced (co-terminus with the State Capital and in case of Big SSAs) and the same needs to be separately manned with 1 CAO + 4 AOs/JAOs. This position is not to be mixed up with TR other than EB.

VII) So, for category 1,2 & 3 BAs this additional position needs to be included.

VIII) Also for Civil & Electrical, no norms have been proposed for finance personnel.

Now for Civil & Electrical

- i) The concept of EE Divisions seems to have been done away with.
- ii) Similarly, the post of SE is drastically reduced.
- iii) This will severely limit the promotional aspects of the Civil & Electrical executives.
- iv) In large circles, there are GM and DGM & SDE(C/E) posts have been considered skipping the posts of AGM(C/E). So we demand that AGM(C/E) posts should be kept in large circles.
- v) Total 19 SE(C) are there in category 1 & 2 BAs i.e in 24 BAs. So, we demand 24 SEs should be posted in all these BAs.

On the technical staffing norms

- i) 500 BTs per AGM is humanly impossible to maintain. Now for a circle like Assam having about 3000 BTs and 2000 sites, this would mean only about 7 AGMS for the whole Circle (meaning 1 AGM per SSA!!!) seems we have already started thinking of life without mobile.
- ii) Again 70/50 BTS per JTO is a very wide span of control and with the type of field positions and fund situation, this shall be almost impossible to maintain.

- iii) For internal side, though the norms seem justified and okay.
iv) 250 RKM per SDE/JTO in a outsourced SLA may be taken to be normal and maintainable.

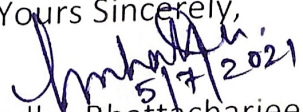
General

- i) The total proposed chart has been prepared providing only Positional Executive Current strength vis a vis Proposed Strength.
ii) A better reflection would have been, Current Sanctioned Posts/Posts vacated due To VRS/Current Working Strength/ Proposed Working Strength.
iii) This would give a clear picture of what the management wants to do, for they cannot hold the executives responsible for their own incapacity to promote people.
iv) Also if the cadre is not interchangeable-JTO(T) to JTO(C/E) to JAO than why the positional strength is published and not cadre wise strength, is not at all clear, this may further become plank to write-off certain cadres completely.
v) Now, for span of control, considering SDE/JTOs equivalent cadre, the span of control of AGM in the ratio of 1:9 while that of DGM to AGM ,GM to DGM is maintained at 1:3- we are heading towards a lopsided /reverse pyramid structure and such organization fail in the long run as no promotional avenues will be available.

You are therefore, requested to kindly consider the above submission in your deliberation with the BSNL Board/Management on the issue of restructuring.

With regards,

Yours Sincerely,


(Subhrendhu Bhattacharjee)
5/7/2021
Circle Secretary, AIBSNLEA,
Assam Circle , Guwahati.