



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

Office of Chief General Manager Telecom, Karnataka Circle,
No. 1, Swami Vivekananda Road, Halasuru, Bangalore – 560 008

No.STAFF/S-D/CO & SSAs/2019-20/21

Dated @ BG, the 05.08.2019

To,

✓ The Circle Secretary
SNEA

Sub: Rationalization of staff in all BAs of Karnataka - Reg

Ref: Your letter No.SNEA/Corrs/19-20 dated 27.07.2019

As mentioned by you also in your above letter that BSNL is passing through a severe financial crisis wherein the revenues have fallen deeply and the expenditure remains the same. This was mainly due to huge disconnections in the CFA segment in contrast with new NPCs provided resulting excess manpower available in Outdoor. In this situation wherein BSNL is not able to pay even the salary of staff and officers, therefore there is a need for paradigm shift the way we conduct our business, attend to our customer grievances in terms of MTTR, fault rate, repeat fault rate etc. Therefore there is an urgent need for department to post staff and officers in the areas of marketing in CFA and CM segment including FTTH and maintenance of our back haul connectivity 24/7 to provide most reliable service to our esteemed customers.

Presently, a large number of staff/officers are concentrated in CFA segment and mainly in the external plant. In Phase-I, the BAs are suggested to identify excess staff/officers posted in external plant and re-deploy them to the areas mentioned above and also to identify excess staff and officers in other areas such as indoor, admin, planning etc. so that the manpower available in BSNL are optimally utilized. Keeping the present financial constraint these excess staff and officers were told to be posted in more productive areas within the same station so that no inconvenience is caused to the staff / officers. The need of the hour is to generate as much as revenue to tide over the financial crisis and be able to meet at least the operational expenditure like wage bill,

payment of Electricity bills, Hired vehicle, HK bills etc. The Management and the Associations need to go hand in hand to firefight the present situation and therefore the management requests your association to motivate members to come forward in handholding the management decision for improving the revenue and reducing the expenditure.


To sum up while rationalizing staff and officers, the following has been considered:-

1. Manpower requirement as per BSNL Norms.
2. Productivity of individual officers are kept in mind which needs to be linked with their IPMS scorecard with APAR as per BSNL HQ Ltr No F.No.3-6/2019-Restg. Dated 01.07.2019.
3. No Change of station is involved.
4. Deployed staff / officers in the areas of growth.

While the concerns mentioned in your letter are duly acknowledged but due to present scenario of BSNL and stiff competition in Telecom sector, contribution from each and every employee is required to tide over the situation and therefore in the Phase-I only outdoor employees are considered for rationalization.

From 1st August 2019 under FTTH segment, mission 10K for 2 months has been launched and therefore management wants that all the Associations are to be on the side of the management to achieve this small mission to start with, which is a very good revenue earning stream.

Together we can ~~achieve~~ exceed the expectation of our esteemed customer and try for customer ecstasy.


05/08/2019
General Manager (HR/Admin)
KTK Circle, B'lore-08.