

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Recognised Majority Executives' Association)

KARNATAKA CIRCLE, BANGALORE.



S P Jagadale

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No. SNEA/Agenda meeting /19-20/

Dated: 11th December 2019

To,

Shri S K Mishraji,

Chief General Manager Telecommunications

Karnataka Circle, BSNL,

Bangalore-560008

Respected Sir,

Sub: Request for Formal Agenda meeting with minutes to the Recognized Executives' Association, SNEA reg:

Sir,

A formal agenda meeting may be granted to discuss the following issues. The meeting may be granted at the earliest date since more than the targeted numbers of Executives have opted for VRS which will create huge scarcity in the field and immediate action plans to continue the operation and maintenance is needed. SNEA would like to give following critical issues which need to be addressed on high priority please.

- 1. Post VRS rationalization of Manpower & Organizational Structure:** The drastic reduction of manpower strength in Executive cadres due to VRS-2019 will put lot of work pressure on remaining executives. The half hearted introduction of BA concept hasn't yielded the desired results. Present structure of organization has little scope for sparing any manpower to be posted to field units. The numbers of Offices have to be optimized, by utilizing the ERP/CDR tools to their fullest extent, avoid duplication report generation works are some steps which can be initiated. We seek to understand the criteria and methodology adopted by the Administration to distribute / reorganize the work equally amongst the remaining executives in the best interest of BSNL.
- 2. Temporary Advances pending for disbursement:** As you are aware the temporary advances by executives are pending since Apr-2019 and huge amount have been spent by our executives to maintain the services. Instead of appreciating the fact that, the spending done by executives from their pockets is only saving our network and quality of services for almost a year, the administration is making this as a new norm of the day. We don't see any seriousness from administration to clear the pending temporary advances. With VRS-2019,

Received on 11.12.2019

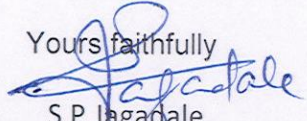
per
A. S. C. G. M.
KTK Circle, BG-8.

many executives will have to surrender their accounts meant for temporary advance, thus forgoing the entire amount spent; this is sending the wrong signal to remaining executives also.

3. **Pending payments for HK's Vendors:** It is beyond any standard of humanity, that our HKs are asked to work without salary for almost a year now. We the executives are forced to face this situation every day and honestly we are made a part of sin being committed by Administration. Post VRS-2019, these HKs will prove to be valuable asset in maintaining our network, and this asset has to be preserved for our own BSNL's good. Let us not have inhumane financial approach and say "this is one of many pending Vendor bills", it is more than that it's also question of BSNL's survival beyond 31.01.2020.
4. **Outsourcing for Development, Operation and maintenance activities etc:** The word "outsourcing" is misused by Administration as a solution to every problem presently existing in BSNL, but when it come to actually go for it, we find that our administration is clueless. We have been bringing to your kind notice, that the process of outsourcing should have begun the day VRS-2019 was announced. Even today we don't find any clarity about the outsourcing process in BSNL. On following points some clarity needs to be brought,
 1. What parts of network is identified for outsourcing?
 2. Whether vendor availability for our outsourcing model has been ascertained?
 3. Whether any base price / rate has been arrived upon?
 4. Whether outsourcing tendering process will be done at Circle level or BA/SSA level or SDCA level?
 5. Whether any model tender document or sample document has been prepared or under preparation?
5. **Issue related to EPF:**
 - a. EPF interest is not credited from two years (2017-2019) from EPF office and EPF contribution for the training period not credited in many SSA.
 - b. Calling for the full pension EPF option, collecting and submitting to EFPO.
6. **Utilization of unoccupied staff quarters:** There are many quarters in prime locations of Bangalore which are not occupied due to minimum civil repair works, by minor civil works, quarters can be allotted to staff and revenue can be generated.
7. **Making recognized Executive association SNEA** as a part of restructuring and post VRS road map planning processes, as most of SNEA members are working in the field , their experience and feedback will definitely help in designing the future road map for BSNL Karnataka.

Once again requested to grant schedule for the formal meeting with SNEA at the earliest please.

Thanking you.

Yours faithfully

S P Jagadale
Circle Secretary, SNEA

Copy To : The K Sebastien, GS SNEA , for kind information.