



**ALL INDIA
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No. AIBSNLOA/CHQ/2017/38

Dated: 10th October 2017

To

Shri Deb Chakravarti,
Principal General Manager (Pers),
BSNL Corporate Office,
New Delhi.

Subject: Long stay list of Executives working in BSNL CO - reg

Ref: BSNL CO Letter No.500-55/2017/ERP/Pers.II dated 5.10.2017

Sir,

This is with reference to BSNL CO letter cited above, circulating long stay lists of executives of all streams, working in BSNL Corporate Office. The purpose is said to be that "In view of the growing competition in Telecom Sector and also to meet out the staff shortage in field units, the Management has decided to reduce staff strength of executives from BSNL CO New Delhi and also from non-Territorial circles with head quarter at Delhi by 25% in all cadres irrespective of their stream. These executives are to be deployed in field units to meet the growing challenges and to partly mitigate the staff shortage thereto'.

2. Many a times there has been acute shortage of executives in Corporate Office at all levels and posting has been made by calling for volunteers from circles. There have been instances when there were no volunteers, executives were posted in the interest of service against their willingness. Other than those who have settled with their families in Delhi, no one else is willing to remain in BSNL CO for more than two years and always want to go back to their parent circles. Moreover BSNL Corporate Office is not a recruiting Circle. From the DoT days when it was DoT Headquarters and now BSNL Corporate Office, Executives for working in the Headquarters have been drawn from the strength of the circles either on deputation or on transfer basis.

3. During the past few years too there have been many occasions where volunteers in various cadres were called for to work in BSNL Corporate Office. Most recently, on 9.6.2017, BSNL CO called for "volunteers/option in the cadre of SDE (T)/AGM (T) for posting in CO BSNL and different offices and circles located in Delhi/New Delhi", vide its letter No.412/16/2015-Pers.I. The requirement was mentioned as 16 SDEs (T) and 7 AGMs (T). Such a requirement is reasonable and understandable since as mentioned in the previous paragraph, the executives who join BSNL CO on orders in the interest of service are not willing to remain in BSNL CO for more than two years and always want to go back to their parent circles and as a result there has always been shortage of executives posted at BSNL Corporate Office at any given point of time.

4. While the situation is so, it is really surprising that the letter cited under reference proposes to reduce the staff strength of executives working in BSNL CO by 25%. We are afraid that the proposal is not based on a detailed study on the nature and working of BSNL

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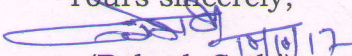
consequences at a time when BSNL CO has been playing a major role in coordinating with the Circles regarding development activities in all verticals ensuring revival of financial health of BSNL.

5. It is requested that Management should examine as to why there is shortage in particular circles and how to overcome the shortage. Since Circles are empowered with recruitment of staff, they must meticulously assess the year to year requirement of staff and accordingly plan their recruitment every year. Reducing the staff strength by 25% in BSNL CO in order to meet the shortage in field units cannot be a fruitful solution. Moreover, there is already shortage of staff in BSNL Corporate Office, as admitted by administration itself by calling for volunteers from field units.

We therefore request you to kindly get the matter re-examined and issue necessary direction for deferment of the above mentioned letter.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

General Secretary

Copy to: 1. Shri Anupam Shrivastava,
CMD BSNL

2. Ms. Sujata Ray,
Director (HR) BSNL