



File No. 4-02/2021 – Restg

Dated:24.11.2021

To

All CGMs
Territorial / Non Territorial Circles/ EW,
BSNL.

Subject: BSNL Board approval on revised sanctioned strength post VRS restructuring in Electrical Stream and the modifications in the Recruitment Policy-Reg

Approval of BSNL Board is hereby conveyed on Manpower requirement and modifications in Recruitment Rule post VRS restructuring, in respect of Electrical stream, as under:

1. **The revised Sanctioned strength post VRS shall be effective w.e.f. 01.02.2020.** All the post of Executives who have taken VRS are abolished w.e.f. 01.02.2020. The post held by the Executives retiring on superannuation from 01.02.2020 to 31.01.2022 shall be considered as personal and supernumeric in terms of the decision of cabinet conveyed vide DoT letter dated 05.01.2021 (the post held by employees in the age of 58-60 Years will lapse as and when such employees retires during the period from 01.02.2020 to 31.01.2022).
2. After taking into consideration the abolition of post as per para 1 above, the approved man power in different grades in respect of Executives of Electrical stream is as under-

Grade	Manpower approved
CGM/PGM	3
Sr.GM/GM	14
DGM- Internal	32
AGM- Int	88
MT	22
SDE	278
JTO	306
Executive Total	743

1 No. CGM Post at CO and 16 PGM/Sr. GM/GM level post has been considered at different locations as per structure.



All the posts in excess of the approved sanctioned strength Post VRS restructuring by BSNL Board in different grades and streams stand abolished w.e.f. 01.02.20.

3. The revised sanctioned man power post VRS in all Territorial, Non- Territorial Circles, Corporate office in respect of Executives of Electrical stream upto AGM Grade is enclosed as **Annexure- I**.
4. Norms for operational functions for SE/ EE/SDE& JTO in the field in Electrical streams and their reporting are as under-

	SE	AGM eq.	SDE/JTO eq
Norms	BA Category I & II	BA cat- I, II & III & IV - 1 No.AGM	1. Cat-I- 6 Nos. 2. Cat-II- 4 Nos. 3. Cat-III- 2 Nos. 4. Cat-IV- 1 No. 5. Area office-1 (> 20 revenue Cr) -175 locations)
Manpower	13 (As per List of Locations)	80(as per List of Locations)	

- a. The location of SE and EE which have been considered in the circle structure and for operational works at different locations are enclosed as **Annexure-II**.
- b. The locations of SDE/JTO for operational work will be issued by concern cadre controlling authority i.e. CGM(EW) based on work load and copy of list shall be sent to Restructuring unit BSNL CO for records.
- c. As the presence of electrical executives are required at Project site. So, depending upon workload at a geographical location for project execution or maintenance work or for Asset monetization, the location of SE, EE, SDE/JTO can be changed by the cadre controlling authority i.e. CGM(EW), based on business requirement of BSNL, within the overall grade strength and with the approval of Director- HR.
- d. Presently there is dual reporting system in respect of executives of Civil Electrical stream based on earlier organizational structure in BSNL. Since the Organisational structure has been revised and SSA concept no longer exist, so a revised reporting structure shall be issued by concern cadre controlling authority i.e. CGM (EW) in line with modified Organsational Structure and a copy shall be sent to Restructuring Unit for records.



- i) The following modifications approved in the Recruitment Rules of Executives of Electrical Stream are as under:
- a) Direct Recruitment in JTO and MT shall be continued in Executive Grade in Electrical Stream.
 - b) Number of MT Management Trainee post considered for Electrical is 22 with Internal and External provision 50:50 i.e. 50% of total post (11) for External and 50% of total post (11) for internal. Further the internal provisions have been converted into LICE for promotion from SDE to EE grade. Accordingly, these provisions may be added or modified in the MTRR and MSRR of Electrical Stream.
 - c) Under Organisational Restructuring, in the new structure and norms of all planning and field units, JTO/JAO or eq. and SDE/AO or eq. are functionally considered in single cluster (interchangeably used) i.e. JTO or eq. and SDE or eq. shall work independently and both shall report to next higher level. Further due to various reasons, the promotion from JTO or eq. to SDE or eq. are delayed and the Executives are stagnating at JTO or eq. level for more than 15 to 20 years. So considering the HR best practices and uniformity in policy across all the streams, a JTO with 12 Years service in JTO grade, as on 1st January of the Financial year, may be considered for – **Promotion from JTO to SDE on personal up gradation basis.** Subsequently on vacating the post of SDE either by promotion to next higher grade or by superannuation/VRS/ Technical resignation/ resignation, the post of SDE will be reverted back in JTO grade. Accordingly, the RR of SDE may be modified.
 - d) The number of GM and above grade executives working in electrical streams are more than the numbers fixed under post VRS sanctioned strength. These executives shall be used on the common management post like HR/Admin/S&M/EB and BA head etc.
 - e) No increment shall be allowed on post based promotion from GM/ Sr. GM to PGM/CGM posts.
 - f) No Direct recruitment will be made in future without the approval of the BSNL Board. So, Direct Recruitment in the JTO/MT arising in a year due to vacancies in the Grade shall be made after analysing the actual requirement in the field and with the approval of BSNL Board only.



Further actions on the above are to be taken by CGM(EW) and Personnel unit of BSNL CO being the cadre controlling for executives of Electrical Stream and Recruitment Policy may accordingly be modified and published.

5. The Man power plan shall be reviewed after 2 Years from date of implementation.

This is issued with the approval of Competent Authority.

Enclosures: Annexure-I, Annexure-II


9A.11.21
Manish Kumar
GM (Restructuring)

Copy to:

1. CMD BSNL for information please
2. Dir(CFA)/Dir(HR)/Dir(CM)/Dir(EB)/Dir(Fin) for information please
3. CVO BSNL CO for information please.
4. CS and GM(legal) BSNL CO for information please.
5. PGM(Pers)/Sr. GM Estt BSNL CO for making necessary modifications in the Recruitment Rules.
6. All CGM)/PGM/Sr.GM/GM BSNL CO for information please.
7. Spare in the file

Annex-I**Sanctioned Manpower (upto AGM/EE level) of Territorial,
Non Territorial Circles and Corporate Office- Electrical
Stream**

Circle	PCE/Sr CE/CE	DGM/SE	AGM/EE
AN			1
AP		1	4
AS	1	1	3
BR	1	1	3
CG		1	3
GJ	1	1	4
HP		1	4
HR		1	4
JK		1	4
JHK		1	3
KR	1	2	6
KTK	1	1	4
MP	1	1	4
MH	1	2	7
NE-I		1	2
NE-II		1	2
OR	1	1	4
PB	1	1	4
RJ	1	1	6
TN	1	2	6
TEL	1	1	4
UK		1	3
UPE	1	1	6
UPW	1	1	3
WB	1	1	4
Sikkim			1
CHTD		1	2
KoITD		1	2
CO		2	3
CN-TX-N	1	1	3
ALTTC			1
Total	16	32	110

ANNEXURE-II

PROPOSED LOCATION OF SE(E) AND EE(E) CIRCLE WISE AND BA WISE IN ELECTRICALWING							
S N	NAME OF CIRCLE	SE		EE			
		Nos	LOCATION	Nos	DIVISION LOCATION	CE/SE OFF (Pig)	TOTAL
1	ALTTC	0	ALTTC		ALTTC	1	1
2	ANDHRA PRADESH	1	VIJAYAWADA	3	VIJAYAWADA VISHAKHAPATNAM CHITTOR(TIRUPATHI)	1	4
3	ASSAM	1	GUWAHATI	2	GUWAHATI (Kamrup) JORHAT	1	3
4	BIHAR	1	PATNA	2	PATNA MUZAFFARPUR	1	3
5	BSNL CO	2	DGM DGM	0	AGM(EW-I) AGM(EW-II) AGM(EW-III)	3	3
6	CHATTISGA RH	1	RAIPUR	2	RAIPUR BILASPUR	1	3
7	CHENNAI TD	1	CHENNAI	1	CHENNAI-1 CHENNAI-2	1	2
8	GUJARAT	1	AHMEDABAD	4	AHMEDABAD SURAT(L) VADODRA RAJKOT	1	5
9	HARYANA	1	AMBALA	3	GURGAON AMBALA ROHTAK	1	3
10	HP	1	SHIMLA	3	SHIMLA DHRAMSHALA MANDI	1	4
11	J&K	1	JAMMU	3	JAMMU-2 SRINAGAR	1	4
12	JHARKHAND	1	RANCHI	2	RANCHI	1	3

San
A/c (Resg) - I

PROPOSED LOCATION OF SE(E) AND EE(E) CIRCLE WISE AND BA WISE IN ELECTRICALWING							
S N	NAME OF CIRCLE	SE		EE			
		Nos	LOCATION	Nos	DIVISION LOCATION	CE/SE OFF (Plg)	TOTAL
					JAMSHEDPUR		
13	KARNATAKA	1	BANGLORE	4	BANGLORE -2 HUBLI MANGLORE		4
14	KERALA	2	KOZHIKODE THIRUVANANTHA PURAM	6	THIRUVANANTHAPURAM- 2 ERNAKULAM KANNUR THRISSUR KOZIKODE		6
15	KOLKATA PHONES	1	KOLKATA	1	KOLKATA-1 KOLKATA-2	1	2
16	MADHAYA PRADESH	1	BHOPAL	3	BHOPAL JABALPUR INDORE	1	4
17	MAHARASHT RA	2	MUMBAI NAGPUR	6	MUMBAI/ KALYAN PUNE NAGPUR KOHLAPUR AURANGABAD GOA	1	7
18	NE-I	1	SHILLONG	1	SHILLONG	1	2
19	NE-II	1	DIMAPUR	1	DIMAPUR	1	2
20	CN(Tx-North)	1	NEW DELHI	2	NEW DELHI-1 NEW DELHI-2	1	3
21	ODISHA	1	BHUBNESWAR	3	BHUBNESWAR CUTTACK SAMBALPUR	1	4
22	PUNJAB	1	CHANDIGARH	3	CHANDIGARH AMRITSAR	1	4

*San
Am(Ref)-5*

PROPOSED LOCATION OF SE(E) AND EE(E) CIRCLE WISE AND BA WISE IN ELECTRICAL WING							
S N	NAME OF CIRCLE	SE		EE			
		Nos	LOCATION	Nos	DIVISION LOCATION	CE/SE OFF (Plg)	TOTAL
					LUDHIANA		
23	RAJASTHAN	1	JAIPUR	5	JAIPUR UDAIPUR KOTA AJMER JODHPUR	1	6
24	TAMILNADU	2	CHENNAI	6	CHENNAI-2 COIMBATORE MADURAI TRICHY SALEM		6
25	TELENGANA	1	HYDERABAD	3	HYDERABAD-1 HYDERABAD-2 WARANGAL	1	5
26	UP-E	1	LUCKNOW	5	LUCKNOW PRAYAGRAJ GORAKHPUR KANPUR VARANASI	1	6
27	UP-W	1	MEERUT	1	MEERUT GH AZIABAD	1	2
28	UTTRAKHAN D	1	DEHRADUN	2	DEHRADUN HALDWANI	1	3
29	WEST BANGAL	1	KOLKATA	3	KOLKATA ASANSOL KHARAGPUR	1	4
30	A &N					1	1
31	Sikkim				GANGTOK	1	1
TOTAL			32	80		30	
110							

San
ACM (Resty) 5