



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

President
Ravi Shil Verma
8373967633

General Secretary
Md. Wasi Ahmad
9431200347

Finance Secretary
Yogendra Jharwal
9414000877

All communication at E-mail - "chqaigetoa@gmail.com" only

GS/AIGETOA/2021/20

Dated 05.02.2021

To,

Shri Arvind Vadnerker Ji,
Director (HR), BSNL Board,
BSNL Corporate Office, New Delhi

Subject: Abysmal Delay in restructuring exercise and no formal deliberation with the Recognized Representative Association, AIGETOA till date and non-extension of regular promotions in various cadres resulting into severe stagnation of the executives across various streams -Reg.

Reference: 1. Our letter number GS/AIGETOA/2020/12 dated 19.10.2020
2. Our letter number GS/AIGETOA/2020/103 dated 14.09.2020

Respected Sir,

This is in reference to the ongoing restructuring process of human resource in executive categories in post VRS scenario in BSNL and our letters mentioned under reference. Sir, as you are aware that on 31st January 2020, around 13305 executives of BSNL opted for VRS through a golden handshake which was supposed to be beneficial exercise for both BSNL as well those executives who opted for VRS. Post VRS, since organizational restructuring was on anvil as the staffing norms were to be revised with many executives opting for Voluntary Retirement. **However, it is regretted to inform that still after one year, the whole restructuring exercise specially with respect to staffing norms and sanctioned strength is still in the nascent stage with no visible progress at all.** Only major step taken till date has been BA reorganization which in our opinion has been done without taking into account, the practical difficulties and is more of pen-paper exercise than doing the actual reorganization. Though, we are thankful that some of our suggestions have been taken into consideration subsequently but **it is sad to inform that such a major exercise is being done without discussions with the present majority recognized representative association, which has all the inputs from various field units. Further, the long awaited merging of maintenance and project regions is still pending for completion resulting into non optimum utilization of human resources.**

Till date restructuring cell of BSNL CO has done only one meeting with our association in last six months of our recognition period and one meeting with the previous recognized association in previous six months. So, overall, only two meetings have been held with the recognized association in last one year to take staff side input, which puts a huge question mark on the working style of the authorities and officers involved in the process. **Either the concerned officers are undermining the usefulness of having discussion/ interactive sessions with the recognized association or are not very serious on the process as non-involvement of the executive's side representatives is definitely going to result into big unrest and major complexities, given the way BA reorganization has taken place .**

Herein, we would like to submit that the **cadre restructuring exercise must be conducted by properly accounting the factors of smooth career progression of the executive and with due consideration and discussion with the majority recognized representative association to avoid practical difficulties and to take care of the genuine aspirations of executives.** The total revised sanctioned strength of executives

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Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

should mandatorily be at least 20% more than the current total working strength of executives (i.e. about 36000 executives) to take care of the smooth career progression of executives and the management cadre should have at least 30% strength of the total sanctioned strength to have proper hierarchy for the working executives. Further a buffer of additional 15% in total sanctioned strength should be kept to take care of the future requirement. It is further submitted that this association is totally against the reduction of the posts beyond stipulated norms in the promotional cadre and the adjustment should be made only in the entry level posts or obsolete/dying cadre posts.

It will be pertinent to mention that currently we have sufficient numbers of Executives, who have completed their requisite eligibility period, for promotion to the next functional grade but denied the promotion despite the availability of huge number of vacancies. **It's highly ironical that BSNL instead of giving them regular promotions are managing through Look after Arrangement locally in circles and that too for very long period in the name of restructuring. Avoiding Regular Promotions and Managing through Look-After Arrangement is as good as perverting the rights of promotion to the eligible executives and the same should strictly be avoided.**

Further, at this stage, when most of the senior and middle management positions are either vacant or on the verge of retirement, regular promotions must be extended to the eligible executives to fill up this void in middle and higher management. This is utmost important to address, as it is not only resulting in denial of in house talent but the interest of BSNL is also compromised. So, we hereby once again submit our strong objection to **Look-After Arrangement which has off late become a permanent affair in BSNL.**

We therefore request your good self to kindly consider our above submissions and direct the concerned sections to complete the restructuring exercise at the earliest with thorough deliberation with the recognized representative association of BSNL to include staff side view points, **extend regular promotions instead of Look-After Arrangements** and to **ensure a smooth career progression of the executives.** Further we request that in order to make **BSNL a vibrant and Profitable PSU**, it's high time that **Human Capital in BSNL should also be considered as a resource** and should be given equal attention at par with other verticals.

With warm regards,

Sd/-

[MD. WASI AHMAD]
General Secretary

Copy to:

1. The CMD BSNL, New Delhi for kind information Pl.
2. All Directors of BSNL Board, New Delhi for kind information Pl.
3. The GM(SR), BSNL CO New Delhi for kind intervention and necessary action pl.