

# UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

Central Head Quarters, New Delhi

UF/BSNL/CMD/2013-14

dated 27.02.2013

To  
Shri R. Chandrasekhar,  
Secretary, DOT,  
Sanchar Bhavan,  
New Delhi.

**Sub:- Request to abandon the proposed preposterous move to arbitrarily reduce JAG and STS posts by 30% under the garb of Remuneration Committee even without conducting elementary work study – unwarranted and motivated attack on bare minimum promotional avenues available to 35,000 Executives-reg:**

Respected Sir,

At the very outset, as everyone is aware and this fact has been duly acknowledged by Telecom policy makers, BSNL not only has and continues to meet basic objectives of Telecom Policy of the government from time to time in an exemplary manner but facilitates government to implement its policy objectives smoothly to protect the legitimate interests of users of telecom who are otherwise vulnerable to manipulations of private operators. Huge capital investments made by BSNL in building massive telecom infrastructure throughout the country, particularly in highly inaccessible and remote areas and where contribution of private sector has been dismal, has alone enabled government to realize its basic objective of telecom policy “**affordable service of universal quality**”.

Without this herculean task and contribution of building widespread telecom infrastructure by BSNL, which is fully exploited by private operators now for commercial purposes, and for which BSNL has not at all been compensated in tune with policy commitments, accomplishing basic commitments of telecom policy would have remained a nightmare. And today BSNL is in dire straits financially fundamentally because of incredibly huge capital investments it made in landline segment which have remained uncompensated because policy commitments to compensate BSNL for such unproductive investment were arbitrarily flouted. Thus to compare BSNL to any other commercial private telecom enterprise would be a dangerous policy aberration.

Absorbed executives in BSNL are facing unbelievable stagnation at all the levels. For instance, a JTO, basic cadre in the Company is awaiting for his first functional promotion for the last about 17 years and TES Gr B is awaiting his second functional promotion for the last 18 years which he is unlikely to get or may be when he is about to retire on adhoc basis. **Thus, virtually, as of now executives hardly get one regular functional promotion in their entire career spanning over 35 years. With this magnitude of stagnation in JTO, SDE and DE cadre, the rationale behind the move of the government to reduce the DGM and DE/AGM posts is incomprehensible and preposterous. If such a move is being carried out on the premise that CGM/GM level posts are getting reduced due to surrender of landline and downsizing of SSAs, it is not at all applicable for STS(AGM) and JAG(DGM) posts as major portion of STS posts are sanctioned based on workload norms decided after proper work study and the remaining on positional basis. Besides, reduction in SAG**



posts in BSNL is only because of implementation of absorption decision of Government relating to ITS, having absolutely no relevance to either surrender of landlines or downsizing of SSAs.

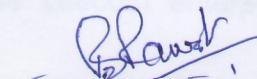
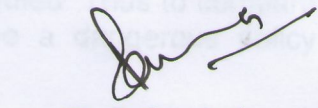
In BSNL, posts in different cadres are created and sanctioned in the year 2005 and thereafter no post creation has taken place. Of course large scale surrender of landline connections have occurred after 2005 but simultaneously mobile network, Enterprise business segment, transmission network, marketing wing etc expanded manifolds during this period. **Executives posted in landline sector have been redeployed by the Circles into mobile, enterprises business, marketing, transmission maintenance activities etc. Thus sanctioned posts in the landline sector in STS/JAG are diverted and optimally utilized for transmission maintenance, mobile segment, enterprises business, marketing etc.**

As of now BSNL is having 290 lakh landline connections and 900 lakh Mobile connections, in addition to OFC network and Enterprise business segment and 2900 telephone exchanges in Rural Area & also 1000 exchanges in Urban Area. If proper work study and review is done with respect to STS and JAG posts based on workload and positional requirements, at least 10% posts would have to be increased in STS and JAG in lieu of above additional new services. Besides, if any review of existing posts is warranted, it cannot surely be done just within four walls but after an extensive and realistic work study, on rational lines, taking into consideration complex operational requirements of BSNL and the fact it has inherited legacy of landlines and continues to meet social obligations of telecom policy of Government. These hard facts cannot be ignored in a massive sized organization.

Hence we solicit your kind immediate intervention to abandon the proposed preposterous move to arbitrarily reduce the posts of STS/JAG without conducting any work study. Instead, we feel it would be just right to take immediate necessary action to fill up all the posts of TES Gr B, STS and JAG on war footing basis so that Human Resources which are key drivers of growth are not further demoralized and deprived of their first functional promotion in BSNL and second in their entire service. This would undoubtedly help create conducive climate and perfect conditions in BSNL badly needed to revive sagging morale of Human Resources and thus have huge impact on growth and revival of BSNL.



(K. Sebastin)  
GS/ SNEA(India)

  
(Prahlad Rai)  
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(R. P. Shahu)  
GS/AIGETOA

Copy to:

1. Shri. Kapil Sibal, Hon MOC & IT for kind intervention please.
2. Ms Rita Teotia, Addl Secretary, DOT for kind intervention please.
3. Shri. R. K. Upadhyay, CMD, BSNL for kind intervention please.
4. Shri. A. N. Rai, DIR(EB & HR), BSNL for information and necessary action please.
5. Shri. K C G K Pillai, DIR(Fin), BSNL for information and necessary action please.
6. Shri. Shahbaz Ali, Chairman, Remuneration Committee for info and necessary action pl.
7. Prof. N. Balakrishnan, Member/Remuneration Committee for info and necessary action pl.
8. Shri. Ashish Guha, Member/Remuneration Committee for info and necessary action pl.
9. Shri. Ajay Vikram Singh, Member/Remuneration Committee for info and necessary action pl.