



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No. GS/AIGETOA/95

Dated 05.01-2015

To
The GM (Restructuring)
Bharat Sanchar Bhavan
Janpath, New Delhi

Subject: Feedback on draft proposal for BSNL Man Power Plan and Staffing Norms for territorial Circles.

Reference: Your office letter No. 4-1/2010-Restg. Dated 26th Dec. 2014

R/Madam,

This association has received your office letter under reference cited above on dated 29th Dec-2014 seeking feedback of the association on subject matter. The feedback of this association is as under.

1. As per your letter cited under reference above Deloitte Consultant was appointed in June-2013 and it has submitted its report in July-14. Despite one year of study and preparation of report, associations and unions of BSNL had never been consulted. In fact, the report of the consultant is not shared till date. Going through the proposal of restructuring cell of BSNL CO which rejected almost all the recommendations of the consultant in respect of HR Plan it seems that even consultant had not consulted to the restructuring cell who is the actual custodian of the HR data. Apart from this several consultants were appointed since the inception of BSNL like KPMG, Petroda Committee, BCG and now Deloitte but recommendations of all the consultants in respect of HR Plan are rejected in totality by BSNL management except which justify the post of top management to ensure smooth career of ITS officers. This has raised big question mark that for what purpose BSNL has appointed these consultants by paying Crores of rupees need to be inquired.
2. Every time our own BSNL management has rejected the recommendations of the consultants in respect of HR plan which clearly shows that either authorities do not share their views and data to the consultant in finalizing the report or they are more competent than consultants in deciding the

BSNL HR plan independently. This association also believes that for such big organization any external consultants cannot provide comprehensive HR solution without full support and sharing of actual data and feedback from all section of employees.

3. Process of finalizing comprehensive HR plan is started about 18 months before but associations and unions of BSNL have been given only three days time to submit feedback without sharing the report of the consultant is ridicules. In the name of comprehensive HR Plan your good office has sought feedback of associations only on staffing norms seems to mere formality with the associations in finalizing comprehensive HR plan for BSNL.

With above submission this association requests you to kindly share the complete report of the consultants along with basis of the report. Common meeting of all association and HR authorities in BSNL need to be held for detail and interactive discussion so that comprehensive HR Plan for BSNL can be finalized in the best interest and long survival of our beloved company.

Sincerely Yours

(R P Shahu)

General Secretary

Copy to:

1. Smt Rita Teaotia, Special Secretary (T), DoT for kind information.
2. Sh. A.N. Rai Ji, CMD BSNL New Delhi for kind information.
3. Sh. N.K. Gupta Ji, Director (CFA), BSNL New Delhi for kind information.
4. Sh. Anupam Srivastava Ji, Director (CM) BSNL New Delhi for kind information.