



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)



President
G Veerabhadra
9440648648

General Secretary [I.C.]
Pavan Akhand
9424726666

Finance Secretary
Badri Kumar Mehta
9868183579

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

GS / AIGETOA / 2022-23 / 34

Dated 20.02.2023

To,

Sh. Pravin Kumar Purwar Ji,
Chairman & Managing Director, BSNL
Janpath, New Delhi.

Sub: Revision of Man Power Strength on account of BBNL Merger with BSNL and proper deployment of manpower in line with BSNL Board approved operational norms to ensure proper rollout and utilisation of BharatNet Fibre Network with best quality of service - Reg.

Ref:-

1. Restructuring letter No:4-2/2022-Restructuring Dated:- 22.11.2022(Annexure-1)
2. Restructuring File No.4-2/2021-Restg.dtd 23.11.2011

Respected Sir,

Your kind attention is brought to the Bharat Net Manpower Plan published by Restructuring cell of BSNL CO vide Ref.1 on creation of BharatNet vertical in BSNL subsequent to merger of BBNL operations with BSNL. This restructuring plan is not in line with BSNL Board approved Final Organizational Plan notified on 23.11.2021, which was prepared on the basis of operational norms and positional norms framed to carry out the operational activities for maintaining and monitoring the Telecom infrastructure of BSNL. **The said norms did not take into account any merger or any additional workload attachments which could have arisen in future.** This association has earlier submitted for consideration of the future expected manpower for taking over the operations of BBNL, MTNL etc during its various discussions about Manpower planning prior to notification of Final Manpower planning itself but the same were completely ignored by Restructuring cell at that time. Now BSNL has come up with an additional vertical in BSNL subsequent to merger of BBNL operations to BSNL. Without revision of Manpower requirements in New Scenario, both BSNL as well as BBNL operations will be directly impacted. We hereby request your good self to kindly revisit the Manpower plan in view of the facts mentioned below:

The Government of India Merged BBNL operations with BSNL for better operation of the Visionary project of government aimed at bridging the digital divide between rural and urban India i.e Digital India Mission. BBNL PSU has invested more than ₹42,000 Crore for setting up Bharatnet Project and it owns **6,05,911 Kms** OFC upto different GPs and around **1,95,305 GPs** are connected on OFC

Wi-Fi Hotspot in GPs : 1,04,664

FTTH Connections : 134,817

Usage (Wi-Fi/FTTH) : Bandwidth: 3,619.25 (Gbps)

Data Consumption : 1921.06 (TB) per Month

It is a big challenge for BSNL to improve the BharatNet's network quality and to reduce the high maintenance cost of the network using Combined 13 lakhs+ OFC, which we have after the merger of BBNL operations with BSNL. The envisaged steps in our opinion to improve Bharatnet service delivery standard requires:

1. Excessive planning and execution work at field level, such as integration of GPs to 2 different POP locations of BSNL by extending Fibre by either planning new cables or tapping from existing cables.
2. Towards GPs to Block Head Quarters, the link was using BSNL fibre, which is at most 1 or 2 fibre only and hence the utilization of BBNL cable is very poor which makes the Dark fibre leasing out or any other service delivery almost impossible.
3. The BBNL cable can be used as alternative to BSNL main cables if we connect the GP's to BSNL Next Point of presence, which will improve BSNL rural Cable Network Stability and Availability of BBNL Network.
4. Better Utilization of BBNL Network Elements Requires Exclusive Planning at each BA Level, which requires a dedicated team at each BA level.
5. As we are aware, the Comprehensive AMC of Bharatnet Phase-I is not up to the mark and there are already many complaints from circles about its unsatisfactory performance. Henceforth, the AMC personnel needs personal supervision and guidance from BSNL team.

To cater to the above requirements, there should have been deployment of proper teams and field level staff in BharatNet Vertical but the manpower orders issued by restructuring cell is completely lacking in ensuring presence of an organised team at various levels. **Non deployment of sufficient suitable staff will defeat the very purpose for which GoI has envisaged the merger of BSNL and BBNL i.e. to improve the performance of Bharatnet Network, ensure maximum utilisation and minimum downtime of the network.** Any compromise on the quality of service with respect to Bharatnet Fibre Network will eventually lead to a big question mark on our organisation capabilities and will result into a bad name for BSNL before highest echelons of Government of India. This may lead to loss of future government projects also.

In view of the above, our suggestion is for deployment of Bhartnet(NW Project Team) and Bharatnet (NW Maintenance Team), each headed by DGM level staff and subordinated by AGMs and SDE/JTO level staff, depending on the number of Optical Fibre Kms/Network Point Of Presence in each BA, in each unit under Each BA rather than posting staff at Circle level and corporate level which basically are more intended to accommodate Senior level officers only as evident from the order itself where there is no presence of Field level officers like DGM or AGM who basically will supervise and monitor the system for its best performance.

Restructuring cell has published the operating norms for Optical Fibre cable maintenance (both SLA based and Non SLA Based Maintenance) vide letter No. 4-2/2021-Restg.dtd 17.11.2011. As per the aforesaid operational norms also, for 6,05,911 Kms by considering Terrain, for outdoor activities itself, a least 300 AGM Posts and 1200-1500 SDE Posts are justified other than that shown in Manpower Plan for BharatNet and further consideration of Indoor activities and NOC Management and OLT/ONT Management, Planning level works for integration and Utilization of BSNL Network requires staff justification as per operating norms of around 700+ AGMs and 2000+ SDE/JTOs.

d. Txn Circle/BA:- Norms for Circle/BA Transmission OFC route have been proposed based on number of Route Kilometers (RKM based):-

Grade	1 team consisting of 1 SDE or JTO and 1 TT or ATT	AGM-1
1. Non SLA Based- Norms- Normal Hilly/difficult area- J & K, NE-I, NE-II, AS, naxalite belt of Odisha /WB/ Bihar / Jharkhand / Chhattisgarh etc.	Normal Terrain- Per 300 RKM and Hilly/ Difficult terrain- per 250RKM	1 AGM per 4 SDE
2. SLA Based-	Normal Terrain- Per 1200 RKM and Hilly/ Difficult terrain- per 1000RKM	1 AGM per 4 SDE

Sales & Marketing /Financial management & CCC.....

In view of the facts stated above, it is our humble request to revisit the Bharatnet Vertical creation order and provision for adequate Staff allotment in the vertical by considering the quantum of work, services to offer and objective of strengthening the BSNL Network further on merger of BBNL rather than weakening it. **To ensure a rugged, fault free BharatNet network with minimum downtime and also proper utilisation of BharatNet by public at large, deployment of suitable manpower in a proper manner is a must.** This will not only ensure the proper rollout of Government of India's ambitious plans to bridge the digital divide between urban and rural India but also holds a great significance in terms of image of our government as well as our beloved organisation BSNL before public. Provisioning of insufficient manpower will result into deterioration of quality of service and blame will finally go to the employees and management of BSNL only. **It will be pertinent to mention that this deployment of proper manpower will not have any financial implication for BSNL but it will only ensure greater quality of service for the BharatNet Network at no extra cost.**

We sincerely hope that our suggestions will be taken care of and man power plan shall be revisited and prepared and issued for rolling out and proper utilisation of Bharatnet Fibre Network.

Regards,

Sd/-
[Pavan Akhand]
General Secretary, AIGETOA

Copy to :

1. Sh. Arvind Vadnerkar, Director HR BSNL Board.
2. Smt. Anita Johari, PGM SR & Restructuring, BSNL CO New Delhi.
3. Sh. S N Gupta, GM Pers, BSNL CO New Delhi.