



BSNL

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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

(Regn. No. 4906 dated 17/9/2001)

C-4/1, Bangla Sahib Road (Baird Road), New Delhi - 110001

TF-18/5

Dated:-16-02-2015

To,

CMD
BSNL, New Delhi.

Subject:- Revival and HR plan of BSNL – reg.

Sir,

Please refer to your Communication No.-C P and M/1-256/BRDSE /Revival Plan/2012-13/Vol. III, dt-10-02-2015.

We are enclosing herewith a “Note” on the subject. As a matter of fact we have already submitted a comprehensive comments vide letter No.-TF-18/5, dt-02-01-2015 to GM (Restg).

Yours faithfully

(Chandeshwar Singh)
General Secretary

Comments and Views

The union is in receipt of the communication No.- CP&M/1-256/BRPSE/Review Plan/2012-13/Vol-III, dt-10-02-2015 and were told also that the plan recommended by the MC will be placed in the BSNL Board meeting scheduled to take place on 20th February, 2015. At the outset we record our protest and reservations as the management has preferred to move ahead into the matter without engaging the unions with due seriousness. This is not as per industrial culture also. The union has submitted a detailed "Note" to the GM(Restg) vide letter No.-TF-18/5, dt-02-01-2015 but it appears the points stated therein have not been considered in real perspective and the management has proceeded in a arbitrary way.

However, the union is again submitting and reiterating the views and comments for consideration and more may follow on getting reactions from the field units of the union.

- (1) Consolidation of small SSAs:- The present SSAs must be retained and not dismantled. It is true that sequel to representation of the union it has been agreed that the transfer liability of existing SSA staff will remain unchanged. However, it be clarified as what will be the basis of recruitment in future ie it will be SSA or Business Area.
- (2) Acquiring of skills, Marketing, IT etc :- The existing qualified employees other than JTOs/SDEs possessing Degree/Diploma qualification in Technologies be preferred first, if necessary, by training them also. These may be included in the group of JTO/SDE.
- (3) The Management Trainee (MT) be recruited and inducted on war path which has not materialized even after lapse of 14 years of formation of BSNL. There is acute shortage of middle level officers in the PSU.
- (4) The present non-territorial circles may be retained till needed. The outsourcing must be avoided.
- (5) Merger of QA and Inspection circles:- Keeping two circles separate is not necessary.
- (6) Technical Trainings Centers:- The existing staff be trained and retrained to meet the present requirements and to discourage the outsourcing of work.
- (7) Telecom Factories manpower:- The union is firmly against the recommendation of MC to retain existing staff against supernumerary posts. The move is questionable specially when there is no reduction in wage expenditure. Instead of

outsourcing the present employees be used for production of items needed by the company.

- (8) Man Power Assessment and Norms:- There are recommendations of two consultants viz BCG as well as Deloittee. The Deloittee's main thrust has been for reduction of posts whereas of BCG is almost status quo. The proposal of reduction in post is unacceptable and the union is strongly opposed to the present move. Apart from above retention of huge staff again supernumerary posts without reduction in wage expenditures is futile and ludicrous exercise.
- (9) PMS System:- The PMS is for Executive Cadres and not for non-executive staff. The linking of PMS in grant of promotion, PLI etc is not at all acceptable to the union.
- (10) The "Restructuring Cell" has not provided details of number of posts of each Cadre for detailed comments.
- (11) The union is against Disinvestment retrenchment as well as grant of VRS to the staff. The VRS has already proved counter productive in MTNL. It could not regain financially viability even after huge exist of staff. The redeployment of staff should be in consultation with the unions and without their displacement. In case of displacement compensation be extended.
- (12) It should kept in mind that the job security of absorbed employees in BSNL is guaranteed by GOI till their superannuation and that cannot be taken away.
- (13) The non finalization of JTO, JAO R/Rs and creation of E1 scale under NEPP scheme is due to rigidity of Govt nominees which is not in good taste. These should be cleared and approved by board in the ensuing 20th February meeting in the interest of harmony and industrial peace in the PSU.
- (14) Transparent Land Policy:- At present the BSNL has no land policy. Even the company has no details of lands, buildings etc in the entire country. The staff quarters are vacant in abundance and unutilized and there is no policy for their proper utilization and scheme for generation of revenue in this respect. Many lands have been encroached also.

In the name of monetization the lands and buildings situated in plum areas should not be handed over to privates at the dictates of interested quarters.
