



No. BSNLCO-ADMN/77/2/2024-ADMN

Dated:08.11.2024

**Note for consideration of Management Committee of Board**

**Subject:-** Reimbursement of cost of mobile handset for GSM Mobile Service Connection to only JE cadre of Non-Executive officials of BSNL.

**1. BACKGROUND:**

At present, BSNL's policy allows for mobile handset reimbursement only for Executive employees. With the changes in technology, the reliance on mobile technology increases, therefore in the interest of company also it is necessary to provide such support to JE cadre of Non-Executives being the technical cadre.

**2. Observation/Justification:**

In the current landscape, the operation & maintenance of services of different verticals i.e HR,CM, CFA, Fin and EB are managed through mobile apps. As a result, smartphones have become essential tools for tasks such as monitoring faults and providing remote access to services related to exchanges, GSM networks, monitoring faults and other critical operations.

In the field, technical jobs are being handled by JTOs/JEs depending on the availability of staff. The direct recruit JEs are equally qualified and mostly B.E/B.Tech degree holders. Thus a need felt to provide mobile handset to JEs cadre in the company interest.

**3. Proposal:**

(a) In the field, the technical responsibilities are primarily managed by Junior Telecom Officers (JTOs) and Junior Engineers (JEs) and in today's environment, accessing various services and technical aspects related to different vertical i.e HR, CM, CFA, Finance and EB are being managed through mobile apps.

Smartphones are vital for handling these technical tasks, and given the significant costs associated with these devices, it is important to address the needs of the JE cadre of Non-Executives who are engaged in these technical roles.

Therefore, it is proposed that a reimbursement policy be established for JE cadre.

**Proposed Reimbursement Amount:**

| S.No. | Level Of Officials of Non-Executives | Financial Limit(Rs) |
|-------|--------------------------------------|---------------------|
| 1.    | JE cadre                             | 3,000/-             |

**4. Financial Impact:**

| Financial implication for Mobile Handset reimbursement at JE cadre only of Non-Executives |                          |                |                          |                                  |                       |                                  |                               |
|---|--------------------------|----------------|--------------------------|----------------------------------|-----------------------|----------------------------------|-------------------------------|
| S.No.   | Level/cadre of Officials | Strength of JE | Approved Old Rate(In Rs) | Approved Financial Cost (In Rs.) | Proposed Rate (In Rs) | Proposed Financial Cost (In Rs.) | Additional Implication(in Rs) |
| 1   | JE Cadre                 | 5583           | 0                        | 0                                | 3,000                 | 1,67,49,000                      | 1,67,49,000                   |

The cost of these handset be booked under OPEX model limited to the reimbursement amount are being done for the Executives.

The responsibility of the repair , replacement , warranty, guarantee, theft, lost quality and feature etc, lies with the user(Employees).

The proposed reimbursement is intended to be disbursed once every three years, consistent with the practice for Executive Employees.

The total cost for reimbursing mobile handsets at the JE level for Non-Executives is estimated to be ₹1,67,49,000 (One Crore Sixty Seven lacs Forty Nine Thousand).

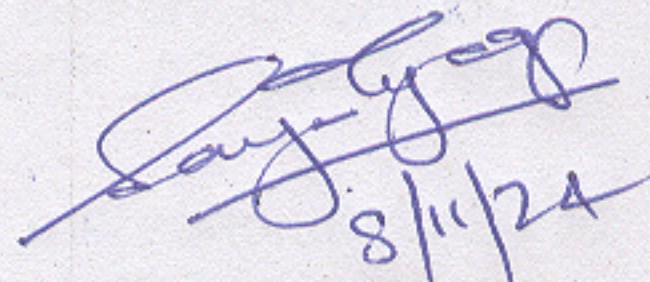
**5. Comment of Finance cell:** As proposed is duly justified by admin section.

**6. Approval Sought :** Approval of MC is sought for the cost of reimbursement of mobile handset to JE cadre of Non-Executive as under:

| S.No. | Level Of Officials of Non-Executives | Financial Limit(Rs) |
|-------|--------------------------------------|---------------------|
| 1.    | JE cadre                             | 3,000/-             |

The cost of mobile handset to be booked under OPEX model.

This has the approval of Director (HR), BSNL.

  
(Sanjeev Tyagi)  
PGM (Admin & PR)