



NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

(Regn. No. 4906 dated 17/9/2001)
 MS-II, Q. No. 21 & 17, Ash Grove Road, New Delhi-110001

TF-21/Restg.

Dated :-05-08-2021

To,

Director (H.R.)
 B.S.N.L., New Delhi

Subject:- Norms for sanction of Posts in BSNL in Post VRS period.

Sir,

This has reference to Corporate Office letter No. BSNL CO-RSTG/15(14)/1/2020-RSTG dated 28.06.2021 seeking comments on Manpower norms for finalization the sanctioned strength in BSNL in post VRS period.

The following is the figure of Sr. TOA and ATT cadres proposed in BSNL Manpower plan version 5.0 dated 13.07.2012.

	Sr. TOA	ATT	Gr C & D
CM, CFA, EB Sales and CRM at SSA Retail Manager			3004
CM, CFA, EB Sales and CRM at SSA Sales Associates			3991
Work load based norms for CSC			
Network related queries	10200	1400	
Billing related queries	9900		
Position Norms per Circle Office	86	27	
Position Norms per SSA Office			
PGM Headed	32	21	
GM headed large	30	19	
GM headed small	19	17	
TDM headed	18	13	

Telecom Mechanic

For External Plant

- 1 TT for 750 DEL for Exchanges above 2K
- 1 TT for 300 DEL for Exchanges 0.5 K to 2K

For Internal Plant

- 1 TT for every 2000 lines

For Cable maintenance

- 1 TT for every 4000 lines large Exchanges
- 1 TT for every 2000 lines small Exchanges

It is stated that the VRS has resulted in reduction / depletion of about 50% of strength of non-Executives, the revision proposal speaks of further reduction of 14268 posts of Sr. TOA and ATT cadres by declaring them dying cadres and supernumerary.

The union reiterates that Sr. TOA(G) and ATT cadres should not be declared supernumerary and dying as these 2 are the only entry cadres for offering Compassionate appointments which are banned only upto 31.03.2022. The Sr. TOA (G) cadre must be retained as alive cadres.

Moreover, though majority of CSCs have been outsourced, the Circle, BA and SSA offices need clerical and Group D staff to function. It may also be noted that even after outsourcing of CSCs most of the billing related queries are dealt by TRAU only. The CSCs must be manned by BSNL employees in larger interest of the PSU as they are well aware of the Rules and procedures.

But in the Operational norms circulated vide letter above, the Sr. TOA(G) cadre figures only in Sales & Marketing for deploying as Retail Manager and nowhere else. Implementation of e-office does not get rid of the need for Sr. TOA their utilization in Administrative and Account wings. There is no norms proposed for these items. Reasonably norms be evolved for the cadre. The Norms proposed in Annexure 12 for the cadre in respect of SSAs are extremely imaginary and unachievable.

Even if we justify half of the above norms for Clerical and Group D duties in our 27 Territorial Circles and 159 Business Areas, then 4973 Sr. TOA posts and 9295 ATT posts should remain and should not be declared dying. It is also to be noted that majority of these 9295 ATTs are not just performing Group D duties but are being deployed in Internal and External plants of Exchanges performing duties of Telecom Technicians.

As regards to the cadre of Telecom Technicians, it may be noted that norms have been tightened very heavily.

The norms for Telecom Technicians is revised to U-3K and R-2K for Clustered based exchanges and U-2.5K and R-1.5K for Non cluster based exchanges. Hence, these norms may be relaxed and more TT posts be proposed for promotion of ATTs by retraining them for doing the duties of TT.

We demand as under:-

For External Plant
1 TT for 1000 DEL for Exchanges above 2K
1 TT for 500 DEL for Exchanges 0.5 K to 2K

For Internal Plant
1 TT for every 1000 lines

Junior Engineer

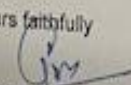
One JE for 6000 lines in Urban and one JE for 3000 lines in Rural is proposed now. This increases the workload heavily given the reduced strength of TT and ATT cadres. Hence, we demand one JE for 3000 lines in Urban and one JE for 1000 lines in Rural exchanges.

We urge upon you to kindly form a "SIU" to visit offices / exchanges to lay down realistic and achievable norms after practical study. Norms should not be to ruin further the services and ultimately strategic asset BSNL itself.

This is in continuation to our letter No. TF-21/Restg. dated 01.07.2021.

With regards,

Yours faithfully


(Chandeshwar Singh)
General Secretary