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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

डा० कल्याण सागर निप्पानी

निदेशक (एचआर)

DR. KALYAN SAGAR NIPPANI

Director (HR)
BSNL Board

Dear CGMs,

D.O.No.: BSNLCO-RSTG/15(14)/1/2020-RSTG-Part(1)
Date: 2.09.2026

Subject: Adherence to guidelines/instructions of Corporate Office regarding Organizational Restructuring

It has been observed that, from time to time, some Circles have undertaken restructuring/reorganization exercises at their own level, without following the framework, methodology and guidelines prescribed by the Corporate Office.

2. As you are aware, BSNL is presently undertaking a comprehensive exercise for **rationalization of manpower and organizational restructuring** with the objective of aligning the organizational structure with the present and emerging business requirements, operational priorities and available manpower.
3. In this regard, various **guidelines, methodology, organizational structures and manpower norms** are being issued by the Corporate Office from time to time. These are required to be uniformly followed by all Circles so as to ensure consistency, transparency and equity in the restructuring process across BSNL.
4. It is therefore, **directed that no Circle shall independently undertake or implement any restructuring/reorganization of its organizational structure, sanctioned posts, functional units, territorial jurisdiction or manpower deployment outside the framework prescribed/approved by the Corporate Office.** Any proposal for modification in the existing organizational structure if considered necessary due to specific operational requirements of the Circle, shall be referred to the Corporate Office with detailed justification and supporting data for examination and approval.
5. Circles are also advised **not to issue any Circle-level orders giving effect to a restructuring exercise** unless the same is specifically authorized/approved by the Competent Authority at Corporate Office. Any restructuring already undertaken at Circle level, without reference to the Corporate Office, may also be reviewed and suitably aligned with the restructuring framework approved by Corporate Office.
6. The above instructions may be brought to the notice of all concerned officers and strictly complied with. **Uniformity in implementation of the restructuring framework is essential to avoid parallel structures, inconsistencies in manpower deployment and avoidable administrative complications.**

I would request your personal attention to ensure strict compliance with these instructions in the Circle.

With regards,

(Director (HR))
BSNL Corporate Office

To
All Chief General Managers,
BSNL Circles