

31-01-2020

The following comrades of AIBSNLEA/CTD retire today due to superannuation:

- 1)Com.Dilip Chakraborty AO----Member of TB Branch.
- 2)Com.Gautam Dutta AGM/Admin/JDV----Member of South Branch
- 3)Com.Rathindra Nath Guha ,AO--Member of North Branch
- 4)Com.Rita Sinha,AO/Audit/HQ---Member of TB Branch
- 5)Com.Usha Mitra,AO---Member of North Branch
- 6)Com.Asim Kumar Sahoo,AO/CS---Member of TB Branch
- 7)Com.Laba Kumar Baidya,DGM/Admin,HQ--Member of TB Branch.
- 8) Com.Shyamal Kumar De,SDE---Member of North Branch
- 9)Com.Upendra Nath Murmu,PA---Member of TB Branch.
- 10)Com.Pankaj Majumder,AO/JDV--Member of South Branch.
- 11)Com.Alpana Acharya,DGM(F)/Telecom Stores---Member of WBTC
- 12)Com.Anu Basu,CAO--Member of TBZ Branch

and **ALL THE VRS 2019 Retirees of CTD/CIRCLE including Presidents, Secretaries & other Office Bearers of Circle & all the Branches.**

We wish all the above comrades happy, healthy, peaceful & active life after retirement.

29-01-2020

GS Writes to

(1)Shri. P.K.Purwar, CMD, BSNL regarding **Non standardized installation at CLS, New Telephone Exchange Port Blair <<<[Click here for letter](#)>>>**

(2) Shri Arvind Vadnerkar, Director (HR), BSNL Board regarding request for Withdrawal of option for Pay fixation on the date of Next Increment in Executives Promotion Policy <<[Click here for letter](#)>>>

29-01-2020

FR 22 (I) (a) (1) Pay Fixation case in respect of erstwhile Officiating JTOs vide O.A/100/892/2016 came up for hearing today (29.1.2020) in the Hon'ble PB CAT, New Delhi. Due to paucity of time, the case could not be heard and posted for next hearing on 04.02.2020. GS, attended the Hon'ble PB CAT, Delhi today.

29-01-2020

BSNL Corporate office issued Order

(a) Breads (BSNL Retired Employee Associate Distributor Sales) Policy, 2020 under CM-S&D policy.

<<[Click here for letter](#)>>>

28-01-2020

Meeting with Director (HR) BSNL Board.

GS, AGS and Adviser (HQ) met Director (HR) BSNL Board today on 28.1.2020 and discussed the following. Sr.GM (Estt.), DGM (Pers-Sr.Mgt), DGM (Estt) and DGM (Vig) were also present in the meeting.

- 1. Early issuance of DET to DGM (T) promotion orders:** We expressed our serious concern for non issuance of DET to DGM (T) Promotions. Director (HR) after taking the latest feedback from Pers. Officers mentioned that after discussing with the CMD BSNL 100% efforts will be taken in this regard.
- 2. DGM (Regular) to Jt.GM promotion:** Director (HR) mentioned that the CPC work is completed. After getting approval from the Competent Authority orders will be issued .
- 3. To review the decision for the reversion of SDEs to JTOs:** We requested Director (HR) to review the decision for reversion of about 30 SDEs of 2001 recruited JTO batch promoted through LDCE 2007 passed and not to oppose the Review Petition filed in the Hon'ble Madras High Court against the reversion of

SDE(T). After taking feedback and detailed discussion with Legal Team and PGM (Pers) Director (HR) mentioned that he will further discuss with the Legal Team. We pleaded that the case will be reviewed sympathetically and will be revisited w.r.to the Stay order granted by the Hon'ble CAT, Madras on reversion and as per SDE-RR Column 12, Clause 5.

4. Casting of SDE seniority list No.9 for DE(T) Promotions: We requested for the early issuance of list No 9 of SDE Seniority list. In this regard, we suggested that the provisional Seniority should be prepared as per the judgment pronounced by Hon'ble CAT Chandigarh, dated 25.08.2009, upheld by the Hon'ble High Court of Punjab and Haryana and also by the Apex Court (3 Judges Bench) on the basis of date of joining i.e., in respect of SDEs promoted up to 28.08.2015. The matter was discussed in detail and the Director (HR) mentioned that he has already given directions to Pers. Branch that the provisional Seniority list may be prepared accordingly and w.r.to the AIBSNLEA Letter dated 9.1.2020 to avoid any further litigation in the matter.

5. Immediate conduct of CPC in all Streams: We expressed our serious concern for the non-filling of vacant posts in various Disciplines. Director (HR) mentioned that after the approval of restructuring Plan, CPCs will be conducted in all the Disciplines.

6. Review the decision of CVO for withholding the VC: We informed Director (HR) that CVO office recently (after closing the window for VRS-2019 i.e., 03.12.2019) issued contrary instructions vide letter dated 13.12.2019 deviating from their own earlier instructions vide letter dated 05.07.2018 issued as per DOP&PW OM. We requested that the orders issued by the CVO vide letter dated 13.12.2019 regarding withholding the VCs for VRS optees against whom Personal Court Case (other than Departmental) is to be withdrawn since the order is violating the existing DOP&PW instructions otherwise VRS Option for such employees should not be accepted. Director (HR) discussed the matter with the Vigilance Team and Sr.GM (Estt.) and mentioned that the Vigilance wing is opined that the order is not applicable to VRS. But after detailed discussions Dir(HR) assured that it will be referred to DoT for further clarifications.

7. Retention of Staff Quarters by the VRS optees upto the date of their normal retirement (60 years):-We requested that the retirees under VRS may be allowed to retain the staff quarters till they attain the age of Superannuation (60 years). Director (HR) mentioned that decision has already been taken in the M.C and it is

not possible to retain the quarters for more than the prescribed time limit of 8 months.

8. Settlement of dues recovered from Salary of VRS optees before 31.1.2020: We brought to the notice of the Director (HR) about the instructions issued by BSNL CO to the Circles vide Lr. No. 1-22/2019-PAT (BSNL) dt.17.01.2020 with the directions to the employees who are retiring VRS to settle the dues / loans and advances and to obtain NOC from Banks and Co-operative Societies before 7.2.2020. We explained to the Director (HR) that the dues recovered from the Salary of the Employees towards MoU Bank Loans have been remitted to the concerned Banks upto November 2019 and recoveries of Dec-2019 & Jan-2020 are yet to be remitted. The dues recovered from the Salary of the Employees towards Society/Welfare loans and advances have not been remitted from May 2019 onwards and during the past one year, the Bank EMI recovered from the salary have been remitted belatedly to the concerned Banks for which penal interest is being charged by the Banks and the employees are compelled to bear the same. As per MoU, no interest shall be levied to Employees for the belated payments. Even if interest is due the same shall have to be borne by the BSNL and not by the employees, as there was no fault on their part. We requested Director (HR) to make immediate arrangements to remit the amount recovered from the salary of employees to the concerned Banks/Societies so as to enable the employees to settle their loan account / obtain No Due Certificate on or before 07.02.2020. After detailed discussion with the Sr.GM (Estt) and Director (Finance), Director (HR) assured that the issue will be discussed with Director (Finance) tomorrow for early solution.

9. Withdrawal of option for fixation of Pay on the date of next increment: We requested Director(HR) to consider the withdrawal of option for fixation of Pay on the date of next increment as one time measure and allow them to give the fresh option to fix their Pay from the date of promotion under EPP ie. from 1.10/1.12.2019 vide AIBSNLEA Lr. dated 18.11.2019 and as per DOP&T order dated 25.2.2003 i.e. due to unforeseen developments. Arrange to get released the overdue payment.

24-01-2020

BSNL Corporate office issued Orders:-

(a) Clarification on FAQs for Policy on outsourcing model issued on 22-12-19 <<<[Click here for the Orders](#)>>>

(b) Clarification and FAQs on Policy Guidelines for outsourcing of Operation and Maintenance of CSCs <<<[Click here for the Orders](#)>>>

22-01-2020

BSNL Corporate Office issued revised Timeline for submission of e-APAR <<<[Click here for the letter](#)>>>

22-01-2020

Meeting with Director (Finance), BSNL Board:

GS and AGS(F) met Director (Finance) today and discussed regarding disbursement of salary and other outstanding recoveries. Director (Finance) mentioned that BSNL Management is trying their best to settle all the outstanding payments including salary in respect of VRS Optees before 31.01.2020. He further mentioned that due to some queries raised by the Bank authorities there is some delay in sanctioning of loan to BSNL.

16-01-2020

GS Writes to Shri P.K. Purwar CMD BSNL regarding giving promotions to the Executives on regular basis only instead of Look-after arrangement in all the streams immediately to motivate and boost up their Morale due to large number of Executives opted for VRS and lot of vacuum has been created to maintain the Telecom Network fault free and also to maintain the Administrative Offices efficiently.

<<<[Click here for letter](#)>>>

16-01-2020

BSNL CO issued orders regarding **Organizational restructuring, Merger of Non-Territorial Circles and Guidelines for Merger**

[<<Click here for CO BSNL Order>>](#) [<<Click here for Annextures>>](#)

16-01-2020

CS writes to CGM/CTD regarding non receipt and processing of Medical Bills. <<<<
[Click here for letter](#) >>>>

13-01-2020

GS Writes to The PGM (Pers), BSNL Corporate Office regarding rrequest for transfer / posting / cancellation / retention in the cadre of Accounts officer <<<<
[Click here for letter](#)>>>>

10-01-2020

Meeting with CMD BSNL: General Secretaries and AGSs of AIBSNLEA and SNEA met CMD BSNL today and had the discussions on the following issues:

- **DGM (T) Promotions:** Regarding promotions from DET to DGM (T), we explained about the meeting with Secretary (T) DoT on 01st Jan., and 03rd Jan., 2020 in which Secretary (T) agreed for the promotions for DGM (T) provided it is not creating any Additional Financial Implications. CMD BSNL informed that he had also discussed with Secretary (T) in this regard and trying to do the needful.
- **Clearing of pending dues of recoveries from the Salary of the employees:** CMD informed that the payment of the GPF recoveries in respect of VRS optees, about Rs.710 Crore will be released on Monday. Other dues will also be cleared at the earliest.
- **Promotions to fill up vacant posts after VRS:** Regarding Promotions, CMD is of the opinion that employees should forget promotions for at least one year and work hard for the Revival of BSNL. Also opined that more merit is to be introduced in promotions in future. We explained the ground realities. Almost all DGM posts in Telecom & Finance Wings as well as AGM & CAOs posts will become vacant after 31.01.2020 and it will become difficult to run BSNL thereafter without filling up these vacant posts on immediate basis. There is stagnation in the Cadres of JTO and SDE and their promotions cannot be delayed. At the time of recruitment of JTOs & JAOs as well as in promotions from JTO to SDE, the competitive examination is available and practically 50% Executives eligible at the time of

promotion are from competitive quota only, we explained. CMD BSNL agreed about the shortage in AGM, CAO and DGM posts after post-VRS 2019.

· **Farewell to the retiring employees:** On recognition of the services of the retirees, we requested to restore the amount of Rs 3001/- as it is just a token of appreciation of their past services in BSNL and honour for them. CMD informed his inability due to the cash crunch in BSNL. In that case, we suggested some alternative arrangement like recharge coupons equal to that amount. CMD appreciated our suggestion and agreed to look into the alternative for Gift STV of Rs.1699 Annual Plan instead of Cash Award.

- **Allotment of USOF Projects to BSNL on Nomination Basis:** We appraised CMD BSNL about the letter given to the Secretary (Telecom) regarding the allotment of USOF Projects to BSNL on Nomination Basis and the discussion regarding this matter with Secretary (T) on 03.01.2020. CMD BSNL mentioned that we have to do all the Govt. Projects/ USOF Projects and our performance during previous years was very good and we have completed the Govt. Projects within the time frame. However, we feel that if it is given on Nomination Basis, it will be good for BSNL otherwise if we compete through tender, it may not be beneficial for BSNL.
- **Maintenance of Primary Cables:** We further appraised CMD about the difficulties faced by the Executives and various Circles in Post-VRS Scenario in maintaining the Primary Cables since the orders for maintenance of Primary Cable for outsourcing has not been issued by the Corporate Office. CMD BSNL mentioned that due to the developmental works going on in various States, the Primary Cable has to be replaced/ maintained frequently by taking the permission from various Local State Govt. Bodies/ Highway Authorities for which the Tenderer may not come forward and our maintenance work will be suffered badly.
- **Maintenance of MDF:** We pleaded with the CMD BSNL that the control of MDF should be within BSNL Staff. CMD BSNL mentioned that our young staff should come forward, grab the important works and take responsibility. CMD further mentioned that due to shortage of staff in post VRS scenario it may not be possible to maintain MDF round the clock by the BSNL Staff. After detail discussion, CMD assured to review the situation after three months.

09-01-2020

Scheduled Agenda Meeting held today with Director (HR) BSNL Board. Sr.GM(Estt.), GM(SR), DGM(Pers-Sr.Mgt), DGM(Pers-Jr.Mgt), and DGM(Vig) were also present in the meeting. On behalf of AIBSNLEA, GS, AGS and FS/CHQ attended the meeting and discussed the following Agenda issues:

1. **Early issuance of DET to DGM (T) promotion orders:** We expressed our serious concern for non-issuance of DET to DGM(T) Promotions. Director (HR), after taking the latest feedback from Pers. Officers, mentioned that after discussing with the CMD BSNL and Secretary (T) first priority will be given and 100% efforts will be taken in this regard.

2. **Immediate conduct of CPC in respect of DGM (Regular) to Jt.GM:** Director(HR) mentioned that the CPC work is in advanced stage. VC and grading of APARs have been called for and it will be completed and orders will be issued shortly.

3. **Immediate Promotions to all the Grades and Streams considering the Post-VRS Scenario:** Considering the huge vacuum created in almost all the Grades in many places vacant posts to be filled up immediately to maintain the BSNL Vast Network fault free. We pleaded that since the Executives are drawing higher Scales through TBU under EPP than their Substantive Post, so just by giving re-designation, promotions can be effected. We strongly opposed any local Look-after arrangements. Director (HR) mentioned to look into the matter as per requirement.

4. **AO to CAO promotion Status Quo Case:** Director (HR) mentioned that MA has already been filed in the Hon'ble High Court of Haryana and Punjab at Chandigarh during December, 2019 itself for vacation of the stay in Hon'ble CAT Chandigarh but due to the Winter Vacation of the Court Hearing date not yet pronounced by the Hon'ble High Court. However, he hopes for early hearing since the vacation court already opened on 06th Jan., 2020. We pleaded that the 70 CAOs promoted during Nov., 2018 and posted to other Circles could not join due to the grant of Status Quo by the Hon'ble CAT Chandigarh may be allowed to assume charge as CAO in their respective Home Circles since most of them have been opted for VRS. After detailed discussion with the Pers. Team as well as Legal Team he opined that at a distant date it is not advisable to issue any direction for assuming the charge as CAO due to legal complications.

5. **SDE(T) to DET Promotions:** We requested for the early issuance of list No 9 of SDE seniority list. In this regard, we suggested that the provisional Seniority should be prepared as per the judgment pronounced by Hon'ble CAT Chandigarh, dated 25.08.2009, upheld by the Hon'ble High Court of Punjab and Haryana and also by the Apex Court (3 Judges Bench) on the basis of date of

joining i.e., in respect of SDEs promoted up to 28.08.2015 and also with reference to SDE(T) RR-2002 amended on 08.05.2018. The matter was discussed in detail and it was directed by the Director (HR) to Pers. Team that the provisional seniority list may be prepared accordingly to avoid any further litigation in the matter.

6. Immediate conduct of CPC in respect of JTO to SDE in Engg., Civil and Elect. Wings etc.; We expressed our serious concern for the non-filling of vacant posts in various disciplines. Director (HR) mentioned that due to the judgement reserved by Hon'ble CAT Ernakulam and two Review Petitions pending in the Hon'ble Kerala High Court, the JTO to SDE(T) Promotion are kept pending. Director (HR) further mentioned that necessary efforts will be taken for early issuance of promotion orders in respect of remaining disciplines.

7. Immediate conduct of CPCs in respect of JTO (TF) to SDE (TF), SDE (TF) to AGM (TF) and AGM (TF) to DGM (TF);- We requested Director (HR) for the early conduct of CPCs in respect of filling up of 16 SDE (TF), 5 AGM (TF) and DGMs vacant posts from the eligible Executives. We further mentioned that the CPC work in respect of SDE (TF) promotion is pending with the Pers. Branch for more than 3 months even though Screening Committee report and VCs were received. And in the case of AGM (TF) promotion the CPC work has not yet been started since last one month. Director (HR) immediately directed Pers. Team for the early conduct of pending CPCs for vacant posts and also assured for the early conduct of DGM (TF) CPC.

8. Immediate release of promotion orders for EE(Civil) to SE(Civil);-We intimated that 51 SE (Civil) have been promoted as CE(Civil)/GM one year back and these 51 SE (Civil) posts were vacant in Civil wing for more than One Year to be filled up by conducting CPC at the earliest. We further mentioned that the CPC work is pending in Personnel Branch for more than 3 months for the reasons best known to them. We requested for early issuance of the promotion orders. After detailed discussion, Director (HR) mentioned that it will be looked into on priority and CPC will be conducted against vacant posts soon.

9. To review the decision for the reversion of SDEs to JTOs;-We requested Director (HR) to review the decision for reversion of about 30 SDEs of 2001 recruited JTO batch promoted through LDCE 2007 passed and not to oppose the Review Petition filed in the Hon'ble Madras High Court against the

reversion of SDE(T). After taking feedback and detailed discussion with Pers. Team, Director (HR) mentioned that it is really pathetic situation where executives are getting reversion even after working for more than 10 years on promoted post. The case will be reviewed sympathetically and will be revisited w.r.t. the stay order from the Hon'ble Court on reversion and as per SDE-RR Column 12, Clause 5.

10. Withdrawal of ambiguous CDR IPMS Score Card for CFA Segment:- We informed Director (HR) that we observed lot of ambiguities in the CDR IPMS Score Card introduced recently in ESS Portal for CFA Segment viz. 1 It is reflecting in ESS Portal for the executives working in the CFA segment only and not for others. 2 For any delay in respect of Indoor faults and Exchange faults/media faults/DSLAM faults/ NOC Bangalore faults/delay in contract Labour's availability/delay in payments of Electricity bills and non-availability of diesel/ delay in Repair of Power Plant Modules/Delay in Repair of DG /Switch faults/ Non availability of round the Clock staff etc., only CFA Executives are made responsible. 3 Some Banks /Firms /Customers are using our Landline and Broadband as a standby and mainly use Leased Line for their work but NIL CDR/IPDPR will affect the CDR IPMS Score Card for these CFA Executives. 4 Targets in the CDR IPMS Score Card in ESS Portal are not evenly distributed. 5 Fault rates/Repeat faults/MTRR will enhance in highly developing areas which badly affect the CDR IPMS Score Card etc. We requested such ambiguous CDR IPMS Score Card may be withdrawn immediately to avoid the demoralization, heartburning, demotivation and frustration among the one group of Executives working in CFA Segment.

Director (HR) after patient hearing mentioned that it will be discussed with Director (CFA) and will be sorted out.

11. Review the decision of CVO for withholding the VC:- We informed Director (HR) that CVO office recently (after closing the window for VRS-2019 i.e., 03.12.2019) issued contrary instructions vide letter dated 13.12.2019 deviating from their own earlier instructions vide letter dated 05.07.2018 issued as per DOP&PW OM. We requested that the orders issued by the CVO vide letter dated 13.12.2019 regarding withholding the VCs for VRS optees against whom Personal Court Case (other than Departmental) is to be withdrawn since the order is violating the existing DOP&PW instructions otherwise VRS Option for such employees should not be accepted. Director (HR) discussed the matter

with the Vigilance Team and Sr.GM (Estt.) and mentioned that it will be discussed and decided in MC meeting, if necessary.

12. Retention of Staff Quarters by the VRS optees upto the date of their normal retirement (60 years):-We requested that the retirees under VRS may be allowed to retain the staff quarters till they attain the age of Superannuation (60 years). Director (HR) mentioned that decision has already been taken and it is not possible to retain the quarters for more than the prescribed time limit of 8 months.

13. Extension of the facility for Service Mobile Connection to VRS Retirees: We requested for the extension of Service Mobile Connection to the Executives retiring on VRS in addition to the RSTC as they may be frequently contacted for some guidance/official work during the initial teething period of Post-VRS. Director (HR) responded positively and mentioned that it will be discussed and considered.

14. Immunity transfer cases for CHQ Office Bearers: We reiterated to consider the request transfer cases already given to Director (HR) BSNL Board in respect of AIBSNLEA CHQ Office Bearers. Director (HR) directed Pers. Team that all the cases may be considered immediately as per the immunity clause and facility to AIBSNLEA as the Rules are very clear.

15. Implementation of E-5 to E-6 IDA Pay Scale to DGM (Regular):We apprised Director (HR) that few Senior Executives (DGMs- regular) have not get TBU from E5 Pay Scale to E6 IDA Pay Scale under EPP and they have stagnated in E5 Scale since more than 9 years and their juniors are getting E6 Scale. Director (HR) after patient hearing mentioned that we will look into the matter.

16. CAO request transfers in respect of VRS optees: Director (HR) immediately directed DGM (Pers.-SM) to put up all such requests on priority basis. He assured that within a week time orders will be issued.

17. Withdrawal of Cash Award under welfare scheme in respect of Employees retiring on VRS:We strongly protested against the withdrawal of the Cash award of Rs.3001/- under welfare scheme given to each employee on retirement. Director (HR) mentioned that a considerable amount is involved on this measure. It will be relooked into.

18. Grant of relaxation in the Marks to the Candidates appeared in JTO LICE held on 26.05.2019 for Vacancy Year 2017-18: We requested to consider relaxation in marks in respect of JTO LICE held on 26.05.2019 due to 22 out of Syllabus Questions resulting in poor Pass percentage and render justice to the affected Candidates. Director (HR) after gone through our letter written in this regard, assured to look in to the matter.

Director (HR) appreciated our concern and assured that HR Team will put best efforts to resolve these issues in positive direction. We thanked Director (HR) and other officers for giving patient hearing and positive response on all the burning issues related to the Executives of BSNL. The meeting lasted for more than 2 hours and 30 minutes.

09-01-2020

CS writes to PGM(Finance) to keep in abeyance the TA/DA recovery order for trainees deputed for training at NSCBTTC, Kalyani & CTTC, Saltlake from 2015. <<< [see letter](#) >>>

CS writes to CGM/CTD for consideration for cancellation of transfer order of Sri. Dipankar Banerjee , JTO/AGM Sales/OP due to distance from residence. <<< [see letter](#) >>>

09-01-2020

GS Writes to The Director (HR) BSNL Board regarding Request for transfer / posting / cancellation / retention in the cadre of Account officer <<<<[Click here for letter](#)>>>

03-01-2020

GS Writes to The Director (HR) BSNL Board regarding Request for not to take immediate action for implementing the reversion order of SDEs promoted through LDCE 2007 for the vacancy Year 2005-06 till the Hon'ble Madras High Court and Hon'ble Madras CAT Bench takes a final decision in the reversion of the JTOs of 2001 Recruitment year and may decide after the finality of the Review Petitions and examining their eligibility as per the provisions of Schedule 12, Note 5 of the SDE RR-2002 <<<<[Click here for letter](#)>>>

03-01-2020

BSNL Management invited AIBSNLEA to present our views and interaction with the consultant M/S Deloitte regarding post VRS scenario and road map on 03.01.2020.

Sharing of our views and interaction with the Consultant M/s Deloitte regarding Post-VRS Scenario and Road Map:

M/s Deloitte has been appointed by BSNL Management for giving recommendations in Short Term Measures on continuity of the Services of BSNL keeping in view the downsizing of the Staff in Post-VRS scenario as well as in Long Term Measures. BSNL Management arranged a meeting with the Consultant M/s Deloitte on 03.01.2020 at 16.00 hrs. GS, AGS, FS/CHQ and Advisor HQ had a detailed interaction for more than two hours with the Consultant.

Focus was given on short term measures, i.e., how we can maintain our vast Telecom Network from 01.02.2020 with the reduced staff strength and available resources in the post-VRS Scenario. We have categorically told that Restructuring Plan and Man power Plan should be implemented simultaneously so as to maintain our vast Telecom Network, OFC and Telephone Exchanges without fault free. Post VRS deployment of Executives to the field units should be smooth with barest minimum disturbance and the deployment to the field units should be completed at the earliest i.e., before Jan., 2020 Second week so that the newly posted Executives will get some time to familiarize with the System and Network as well as to maintain the Telecom Network fault free. Administrative Offices should be manned with minimum Executives having sufficient field exposure. The Services of the experts, well experienced and skilled employees going on VRS can be availed on contract basis. The office as well as field work is going to be affected badly due to reduction in staff strength in lieu of VRS-2019 which need to be arranged with the remaining work force as well as outsourcing with minimum expenditure so that the curtailment in employee cost may not increase the O&M expenditure. We explained about the shortage in DGM (T), DGM (Fin), CAO/AGM, JTO and TT cadres that will have impact after the VRS.

We also presented our views regarding merger of SSAs and Circles, drawback of present BA Structure, Maintenance of CSC and Customer relation, Manpower requirement, motivation of staff etc., and also suggested that downsizing of SSAs

should be based on the Assets, Revenue, Connections and Geographical Area with full powers to the TDMs and TDEs.

03-01-2020

GS Writes to

1. Shri Anshu Prakash, Secretary (Telecom) and Chairman DCC DoT, Sanchar Bhawan regarding Request for allotment of USO Fund Projects to BSNL on Nomination Basis and to give a chance to BSNL to fulfill the dream of Hon'ble Prime Minister for the New India. <<<<[Click here for letter](#)>>>>

02-01-2020

GS Writes to

1. Shri Anshu Prakash, Secretary (Telecom) and Chairman DCC DoT, Sanchar Bhawan regarding Request for allotment of USO Fund Projects to BSNL on Nomination Basis and to give a chance to BSNL to fulfill the dream of Hon'ble Prime Minister for the New India. <<<<[Click here for letter](#)>>>>

2. The Director (HR) BSNL Board regarding Request for consideration of Time Bound Up-gradation in IDA scale E-5 to E-6 w.e.f. the date of completion of Five years in E-5 scale- Case of the DGM (Fin) Regular who did not get his due Up-gradation in E-6 scale <<<<[Click here for letter](#)>>>>