



BHARAT SANCHAR NIGAM LTD.

Bharat Sanchar Nigam Limited  
(A Government of India Enterprise)  
O/o Director (HR), BSNL Board, New Delhi-1  
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To,  
All Heads of Circle,

No. Director (HR)/BSNL Board/Misc/2020-2021/1

Date 19<sup>th</sup> June, 2020

Ref: CO letter No. 2-2(Misc Circular)/2019-WS&I Dated 19.05.2020 & 30.09.2019

Sub: **Austerity measures in respect of engaging contract workers.**

In reference to letter no. cited above dated 19.05.2020 and 30.09.2019 an instruction was issued on austerity measure in respect of engaging contract workers/including expenditures thereof for the outsourcing works due to prevailing financial condition of the company. In this regard you are requested to take necessary step and convey your IFA shall review immediately each and every SSA of your circle and take preventive measures to curtail the expenditure on Contract Labors and also reduce the no. of engaged labors through contractors. Compliance in this regard may be sent on priority basis.

Please refer to above mentioned letters. In view of our current financial condition you are requested to personally look into the matter and review contract labour status in SSAs under your control.

You are also requested to give into as required by above letter dated 19.05.2020. Some of the SSAs who are spending more on contract labors or work are attached with this letter.

You along with your IFA are requested to critically examine the expenditure under this head and curtail it wherever possible.

Compliance regarding this will be highly appreciated.

19.6.2020

(Arvind Vadnerkar)  
Director (HR), BSNL Board,  
CO, New Delhi – 110 001

Encl: As above



No. 2-2(Misc.-Circular)/2019-WS&I

Dated 19.05.20

To  
All Head of Circles  
(Territorial/ Non territorial Circles)

Ref: CO letter No. No. 2-2(Misc.-Circular)/2019-WS&I, Dated 30.09.20

Kindly refer to this office letter referred above vide which an instruction was issued on austerity measures in respect of engaging contract workers / including expenditures thereof for the outsourcing works due to prevailing financial condition of the company. In this regard circles are requested to submit the compliance report in following format please.

Name of Circle	No. of existing labour engaged through contract as on 30.09.19	No. of labour engaged through contract reduced	No. of existing labour engaged through contract as on 30.05.20	No. of security personnel engaged as on 30.09.19	No. of security personnel reduced	Whether para 1 & para 3 of the letter dated 30.09.19 implemented in the circle.	If Yes, then No. of SSA is implemented	List of SSA in which it is not implemented
1	2	3	4	5	6	7	8	9

Subsequently, the details of labour engaged SSA wise and the expenditure incurred on engaging labour through contractor and expenditure incurred on contract works including SLA based on network maintenance was called by CBB and Restructuring unit of BSNL CO. The expenditure incurred on these two heads were analyzed vis-a-vis four parameters - Revenue being earned by SSA, the network scale, CFA/CM/EB business and the available non executive employees (mainly Technical -TT/AT/T/JE) in the SSA. The SSA wise data was analyzed intra and inter Circle and it has been observed that some of the SSA is engaging more labours through contractor, while some are incurring more expenditure/ month on contract works while some are engaging higher labour & incurring higher expenditure on contract works (higher on both the parameters). The abstract of observation circle wise and SSA wise are as under-

S. No	Name of Circle	Name of SSA having higher engagement of labour	Name of SSA incurring higher expenditure on contract works	Name of SSA having higher engagement of labour & expenditure on contract works (both)
1	Assam	Bongaigaon, Jorhat		
2	AP	Guntur, Srikakulam, Chittoor(Tirupati)		
3	Bihar		Begusarai	
4	Chhattisgarh	Raigarh	Raipur	

OW  
20/5

PS

letter to CGMS



5	Haryana	Ambala, Hisar, Karnal, Rewari, Rohtak, Sonipat	Faridabad	Gurgaon,
6	J&K	Jammu, Rajouri, Udhampur		Srinagar
7	Jharkhand	Dhanbad, Ranchi, Hazaribagh, Dumka		
8	Kerala	Ernakulum, Kannur, Kollam, Thiruvananthapuram,	Alleppey, Kottayam, Kozhikode	Trissur
9	Karnataka	Bengaluru, Dakshin Kannada		
10	MP	Jabalpur,	Chhindwara, Dhar, Khargone, Khandwa, Sidhi, Ujjain, Shajapur	Betul, Hoshangabad
11	Maharashtra	Goa	Buldhana, Jalna, Bhandara, Latur, Solapur, Osmanabad	Ahmednagar, Aurangabad,
12	NE-I	Tripura		
13	NE-II	Arunachal Pradesh		
14	Orissa	Bhubhneswar, Cuttak, Dhenkanal, Koraput, Raurkela, Sambalpur, Balangir		Behrampur,
15	Punjab	Patiala, Ferozpur		Hoshiarpur, Ludhiana
16	Tamilnadu	Coimbatore, Cuddalore, Erode, Madurai, Karaikudi, Pondicherry, Dharampuri, Tanjavur, Kumbakonam, Trichy, Tirunelveli, Tuticorin		
17	UP-E	Allahabad, Azamgarh		
18	Uttarakhand		Almora, Srinagar	
19	WB	Siliguri, Behrampur, Suri		Calcutta
20	Chennai TD	Chennai TD		
21	Kolkata TD	Kolkata TD		

With above observation, I am directed to convey that CGM and IFA of the circle shall immediately review each and every SSA and take immediate steps to curtail the expenditure on Contract works and also reduce the engagement of labours through contractors. The compliance of the observation shall be communicated within 15 days of the issue of this letter.

This is issued with the approval of Competent Authority.

  
(Manish Kumar)  
19.5.20

GM- (Restructuring and WS&I)

Encl: copy of Instruction dated 30.09.20

Copy to : All Directors for information and monitoring the progress of their Zones.

*Dia(HR)*

Through BSNL Intranet

WS&I Cell,  
BSNL CO, Janpath,  
New Delhi-110001.  
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Fax-23765191  
Email: wsi@bsnl.co.in



भारत संचार निगम लिमिटेड  
(भारत संचार निगम लि.)  
Bharat Sanchar Nigam Limited  
(A Govt. of India Enterprise)

No. 2-2(Misc./ Circular)/2019-WS&I

Dtd:30.09.2019

ORDER

**Sub:** Office order regarding engagement of contract workers and expenditure/ austerity measures thereof.

**Ref:** This office letter even dtd. 30.08.2019.

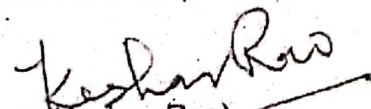
In the view of worsening financial position of BSNL, It has been decided by the competent authority to implement the following austerity measures in respect of engaging contract workers/ incurring expenditures thereof for the outsourcing works viz. New work execution, Maintenance of External plant/MDF/FRS works, Marketing activity, Engine/Alternator operation activity, Air conditioning operation activity, Lift operation activity, OFC fault restoration, BTS maintenance, cleaning/sweeping works, round the clock security of BSNL installations, data entry operators, delivery of bills etc:

1. The manpower utilized under the outsourcing contract must be less than 55 years age.
2. The number of days, for which particular manpower is being utilized in a outsourcing work, should not exceed more than 15 days in a month.
3. The cleaning/sweeping works should not be more than 3 hours per working days and in accordance with GeM portal rates.
4. Security personnel should be removed immediately and should be replaced by BSNL staff by relocation.
5. No work no pay rule must be implemented strictly.

Item (1) to (5) shall be implemented in Kolkatta Circle. Remaining *Heads of circle* shall implement items (1), (3), (4) & 5) and shall submit a roadmap to reduce the expenditure on outsourcing by 50%.

Circles, which give a roadmap for present expenditure-reduction to 50%, shall be considered for the release of one month funds or so, based on availability.

This is issued with the approval of CMD BSNL. This is in supersession to all previous letter/s on the matter.

  
(Keshav Rao)  
GM(WS&I)

To: All Head of Circles (Territorial/Non-territorial), BSNL.