



File No. 4-02/2021 – Restg

Dated: 23.11.2021

To

**All CGMs
(Territorial / Non Territorial Circles),
BSNL.**

Subject: BSNL Board approval on total Manpower requirement in BSNL, the revised sanctioned strength after post VRS restructuring in different grades in **Telecom Stream** and the modifications in the Recruitment Policy **-Reg**

Under revival package for BSNL, VRS scheme was approved by Govt. of India. On implementation of VRS scheme a large workforce opted for VRS. The restructuring of organization and assessment of manpower based on current business requirement has become necessary. Man power re-alignment due to significant changes in technology, use of IT tools in various functions, new initiatives by business verticals, changes in business model and business processes, effective utilization of man power and efficiency in operation necessitated framing of revised Man power Plan of BSNL.

Accordingly in view of above, Man power Plan of BSNL was prepared, which constituted the man power requirement in BSNL in each grade and streams and the modifications in the recruitment rule with an aim to make the workforce more competitive so as to ensure better career progression to the employees. The man power requirement was prepared based on the positional norms under organizational restructuring and operational norms framed to carry out the operational activities for maintaining and monitoring the Telecom infrastructure and enhanced customer interface and customer satisfaction. BSNL Board after due consideration to the Man power Plan, placed before the Board, approved the Manpower requirement in BSNL post VRS restructuring and modifications in Recruitment Rule, as under:

- 1.The revised Sanctioned strength post VRS restructuring shall be effective w.e.f. 01.02.20.** All the posts of Executives and Non Executive who have taken VRS are abolished w.e.f. 01.02.20. Further, the posts held by the Executives and Non Executives retiring on superannuation from 01.02.20 to 31.01.22 shall be considered as personal and supernumerary in terms of the decision of cabinet conveyed vide letter dated 05.01.21 (the post held by employees in the age of 58-60 Years will lapse as and when such employees retires during the period from 01.02.20 to 31.01.22).



2. After taking into consideration the abolition of post as per para 1 above, the total manpower requirement in BSNL post VRS restructuring shall be as under:

A. EXECUTIVES:

GRADE	Sanctioned Strength PRE VRS	Approved Strength POST VRS Restructuring
CGM/PGM/Sr.GM/GM Eq	796	579
DGM/SE Eq	1878	1484
DR DGM	210	168
AGM/CAO/EE Eq	5118	4542
MT	1998	1117
SDE/AO Eq	32026	13434
JTO/ JAO Eq	50477	14777
Executive Total	92503	36101

B. NON-EXECUTIVES:

GRADE	Sanctioned Strength PRE VRS	Approved Strength POST VRS Restructuring
JE & Draftsman	34646	7991
TT	121261	11112
ATT	52871	11112
OS/AOS/SOA/JOA (Sr. TOA)	43561	4980
JHT/SHT	406	146 (working strength)
Other Group- C & D including I/W	19718	1975(working strength – dying cader)
Non-Executive Total	272463	35341

The total Employee strength shall be 71442.

3. The Grade wise approved manpower in respect of Executives of Telecom stream are as under-

Grade	Manpower approved
CGM/PGM	63
Sr.GM/GM	429
DGM- Internal	1116
DR DGM	120
AGM- Int	3600
MT	900
SDE	10687
JTO	11756
Executive Total	28671



All the posts in excess of the approved sanctioned strength Post VRS restructuring by BSNL Board in different grades and streams stand abolished w.e.f. 01.02.20. No. of posts (working strength as on 01.09.21) of Executives for Rajbhasha section i.e. SDE(OL) and JTO(OL) are included in the above approved man power of Telecom stream.

4. The revised sanctioned man power post VRS restructuring in all Territorial and Non-Territorial Circles in respect of Executives and Non Executives is enclosed as Annexure-I. Circle shall prepare and forward the BA wise detail list of Executives and Non executives of Telecom unit (grade wise) based on BA structure and operational norms (order issued vide letter dated 17.11.21) and within the grade wise sanctioned strength of the circle as per Annexure- I, to Restructuring unit, BSNLCO for records.
5. Following actions have been approved on man power plan including the modifications in Recruitment Rules-

i) Actions in the Recruitment Rules in Non Executives Cadre:

- a) There shall be only six grades {JE, TT, ATT, OS/AOS/SOA/JOA etc (Erstwhile Sr. ToA/ToA cadre etc), JHT & SHT} in Non Executive cadre, which are declared live/ operational.
- b) All other cadre and Grades of Non Executives other than those mentioned above in para (a) are declared as Dying Cadres. All the posts in excess of the existing (working) non-executives as on 01.09.21 in all the grades and cadres of dying cadre are abolished. No further appointment shall be made in these cadres and grades by direct recruitment. However, the existing Non Executives of these Dying Cadres will continue to avail promotional benefits as provided in the respective cadres/grades. On retirement or on separation from service of the existing (working) Non-Executives of these Dying Cadres, the post falling vacant shall be filled up by way of promotion from the Non- Executives of dying or non -dying cadre. The post falling vacant in the dying cadre (in the lower grade) after promotion to the next higher grade will stand abolished automatically & no equivalent post in another Cadre /Grade shall be created in lieu if it, (i.e swapping of posts). Similarly, the vacant posts in the higher grade in dying cadres shall be abolished only after taking into consideration the promotional avenues of existing non-executives in the feeder grade.



- c) Direct Recruitment in Non-Executives shall be considered only in TT and JE level henceforth. All other direct Recruitment in Non Executives in any grades are declared closed. However promotions of Non Executives from lower grade to higher grade shall be continued as per existing Recruitment Rules.
- d) The JHT and SHT posts are to be realigned and the man power may be finalized within the overall sanctioned post VRS Restructuring and in accordance with the revised organizational restructure and in accordance with govt. guidelines for establishment of Rajbhasha section in the organization.

Further actions on the above are to be taken by Establishment unit of BSNL CO being the cadre controlling for Non executives and Recruitment policy may accordingly be modified and published.

ii) Actions in the Recruitment Rules in Executives Cadres:

- a) Direct Recruitment in JTO, MT shall be continued in Executives Grade in all the four main streams i.e. Telecom, Finance, Civil and Electrical whereas Direct recruitment in DR DGM shall be continued only in Telecom and Finance.
- b) Number of post under DRDGM in Telecom cadre has been reduced from 150 to 120. These shall accordingly be modified in the Recruitment Rule of DR DGM keeping the other provisions in the recruitment rule unchanged.
- c) Number of MT Management trainee Post has been reduced from 1325 to 900 with Internal and External provision 50:50 i.e. 50% of total post (450) for External and 50% of total post (450) for internal. Further the internal provisions has been converted into LICE for promotion from SDE to AGM grade. Accordingly, these provisions in the MTRR and MSRR may be modified.
- d) Under Organisational Restructuring, in the new structure and norms of all planning and field units, JTO/JAO or eq and SDE/AO or eq are functionally considered in single cluster (interchangeably used) i.e. JTO or eq and SDE or eq shall work independently and both shall report to next higher level. Further due to various reasons, the



promotion from JTO to SDE are delayed and the Executives in JTO grade are stagnating for more than 15 to 20 years. So considering the HR best practices, a JTO with 12 Years service in JTO grade as on 1st January of the Financial year, may be considered for – **Promotion from JTO to SDE on personal up gradation basis.** Subsequently on vacating the post of SDE either by promotion to next higher grade or by superannuation/VRS/ Technical resignation/ resignation etc., the post of SDE will be reverted back in JTO grade. Accordingly, the RR of SDE may be modified.

- e) The number of GM and above grade Executives working in civil/ Electrical/ Telecom factories streams are more than the numbers fixed under post VRS sanctioned strength. These Executives shall be used on the common management post like HR/Admin/S&M/EB and BA head etc.
- f) Rajbhasha section be realigned and their man power may be finalized within the overall sanctioned post of Executives post VRS restructuring and in accordance with the revised organizational restructure and Govt. guidelines for establishment of Rajbhasha section in the organization.

Further actions on the above in respect of executives are to be taken by Personnel unit of BSNL CO, being the cadre controlling and Recruitment policy may accordingly be modified and published.

6. No Direct recruitment will be made in future without the approval of the BSNL Board. So, Direct Recruitment in the TT/JE/JTO/MT/DRDGM arising in a year due to vacancies in the Grade shall be made after analysing the actual requirement in the field and with the approval of BSNL Board only.
7. Total strength of employees shall not exceed the present working strength (as on 1.9.2021), which is 63525 without the approval of BSNL Board.
8. In post VRS/Retirement (from 1.2.20 to 31.1.22) scenario and after restructuring 579 posts are available in E 9 grade (all streams) out of which 86 posts will be operated in CGM/PGM grade and 493 E9 posts will be operated in GM grade. 139 posts in E 9 grade shall stand abolished. In order to have no financial implication and the fact that all the posts (CGM/PGM/GM) are in E 9 grade, no increment shall be allowed on post based promotion from GM to PGM/CGM posts.

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

9. The Man power plan shall be reviewed after 2 Years from the date of implementation.

This is issued with the approval of competent authority


Manish Kumar
GM (Restructuring)

Copy to:

1. CMD BSNL for information please
2. Dir(CFA)/Dir(HR)/Dir(CM)/Dir(EB)/Dir(Fin) for information please
3. CVO BSNL CO for information please.
4. CS and GM(legal) BSNL CO for information please.
5. PGM(Pers)/Sr. GM Estt BSNL CO for making necessary modifications in the Recruitment Rules.
6. All CGM)/PGM/Sr.GM/GM BSNL CO for information please
7. Spare in the file

(I) Sanctioned Manpower of Territorial Circles & Nodal centres - Telecom stream

Circle	Executives										Non Executives				
	CGM	PGM	Sr. GM/GM	DGM	AGM	SDE/JTO	Total	JE	TT/ATT	JOA/SOA/OA (Erstwhile Sr. ToA/ToA)	Total				
AN	1	0	2	4	16	88	111	19	51	14	84				
AP	1	2	16	58	219	1012	1308	403	1073	304	1780				
AS	1	0	11	33	74	401	520	93	321	71	485				
BR	1	1	10	31	94	455	592	77	402	222	701				
CG	1	0	7	20	61	296	385	61	263	116	440				
GJ	1	2	19	64	215	1109	1410	474	1273	246	1993				
HP	1	0	8	23	55	269	356	59	207	77	343				
HR	1	1	12	45	116	538	713	130	431	133	694				
JK	1	0	7	21	66	298	393	102	286	63	451				
JHK	1	0	6	20	60	282	369	65	263	98	426				
KR	1	5	23	72	425	2070	2596	1176	2810	318	4304				
KTK	1	2	23	68	297	1493	1884	680	1776	233	2689				
MP	1	1	13	53	182	842	1092	248	799	234	1281				
MH	1	2	25	88	365	1768	2249	748	2057	455	3260				
NE-I	1	0	6	17	43	203	270	44	146	48	238				
NE-II	1	0	6	13	41	201	262	34	129	63	226				
OR	1	1	13	44	120	592	771	151	552	186	889				
PB	1	0	12	43	140	705	901	277	781	186	1244				
RJ	1	1	14	53	188	895	1152	296	927	240	1463				
TN	1	4	21	71	289	1333	1719	558	1467	306	2331				
TEL	1	1	16	44	146	744	952	302	809	154	1265				
UK	1	0	6	21	55	268	351	73	231	69	373				
UPE	1	1	14	56	164	790	1026	174	771	559	1504				
UPW	1	0	10	36	106	538	691	161	514	232	907				
WB	1	0	9	32	80	413	535	102	398	225	725				
CHTD	1	0	9	11	102	541	664	314	706	45	1065				
KoITD	1	0	8	11	125	657	802	398	864	72	1334				
Sikkim	1	0	2	4	12	73	92	7	22	2	31				
Nodal Centres	0	0	4	8	13	211	236	16	0	9	25				
Total	28	24	332	1064	3869	19085	24402	7242	20329	4980	32551				

Signature
Date: 11.11.2022

(II) Sanctioned Manpower of Non Territorial Circles - Telecom stream

Non-Territorial Circle	Executives								Non Executives		
	CGM	PGM	Sr. GM/GM	DGM	AGM	SDE/JTO	Total	JE	TT/ATT	Total	
CN-TX	5	1	32	71	443	2248	2800	749	1873	2622	
Trg Centre	1	1	8	11	29	120	170		22	22	
ITPC	1		10	15	29	224	279			0	
BBNW	1		10	21	32	250	314			0	
Inspection & QA	1		5	14	18	175	213			0	
Total	9	2	65	132	551	3017	3776	749	1895	2644	

Done
12.11.2021