

GM (Restg./WS&I),
804,Bharat Sanchar Bhawan,
New Delhi-110001
Phone No. +91-11-23734343
Fax No. +91-11-23765191



भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

No. 4-2/2014-Restg.

Dated 18th July, 2014

To,

The CGM (All Territorial Circles)

Sir,

As you are aware, the next HoCC is scheduled to be held on 12 & 13th August, 2014. BSNL had sometime back engaged M/s Deloitte consultants to give recommendations on financial revival and comprehensive HR Plan for BSNL. The consultant has now submitted its report. Major recommendations of the consultant on organizational restructuring and HR Plan are given at Annexure-I. Several of the these recommendations such as consolidation of SSAs into Area offices, restructuring of some non-territorial circles, staffing norms and man power plan, require detailed discussions with the field units.

2. The concept, structure, roles & responsibilities of Area Offices and specific recommendations on area offices are enclosed at Annexure-II.

3. Manpower norms for different kinds of roles as the prevalent in Telecom Market and the Staffing norms proposed for BSNL by the Consultant are enclosed as Annexure III. It may please be noted that while requirement of executives at DGM level and above is given level wise, the consultants have combined executive requirements at operational levels viz. JTO, SDE & DE on telecom side and JAO, AO & CAO on finance side. It may also be noted that the consultant has given recommendations for man power requirement for three different stages:-

(i) Stage 1- Net Work O&M continues in-house and ERP not implemented (Pre ERP state).

(ii) Stage 2-Scenario 1 Net Work O&M is out sourced and Pre ERP is implemented.

(iii) Stage 2-Scenario 2 -Net Work O&M continues to be in-house and ERP is implemented.

Once the ERP is implemented, HR and Financial functions of Area Offices shall be moved to circle offices. For the purpose of current discussion, man power projection of the consultant for Stage 1 only are being communicated. Details of manpower (Executives and non-Executives) recommended by the Consultant for the Area Offices / Circle office in your circle are available at Annexure-IV.

4. You are requested to kindly examine the recommendations of the consultant and present your views on the following specific issues during HoCC:-

- (i) Implementation of Area offices in your circle with roles and responsibilities as per details at Annexure II;
- (ii) Staffing Norms and man power projection for the Area Offices and your circle as per details at Annexure IV for executives & Annexure V for non-executives.
- (iii) Implementation issues if any, in consultant's recommendations of clubbing together the levels from JTO till DE as an operational band and giving career progression for executives upto DE level without vacancy constraints.

A detailed format for presentation to be made by CGMs during HoCC covering performance of all Business Units and HR issues as mentioned above shall be sent to you very shortly. Meanwhile, your comments on the items as per Para 4 above, may please be faxed/emailed to Restructuring Branch at restg@bsnl.co.in latest by 28th July, 2014.

Yours sincerely,


(Madhu Arora)

(Letter along with all annexures is uploaded on intranet)

Copy to:-

- 1. Director (HR) / (CFA) / (CM) / (Enterprise)**
- 2. ED (CN)/ED(Finance)/ED(NB)/ED(CA)/ED(IT)**
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