



टेलीकॉम ऑफिसर्स एसोसियेशन (बी. एस. एन. एल)

Regd No.: NGP5467

Mob.: 9452553200

TELECOM OFFICER'S ASSOCIATION (B.S.N.L.)

Affiliated with I.T.E.F. & Bhartiya Mazdoor Sangh

HQ .: Ch- 10 P & T Colony, Chammery, Atul Grove Road, New Delhi - 110001

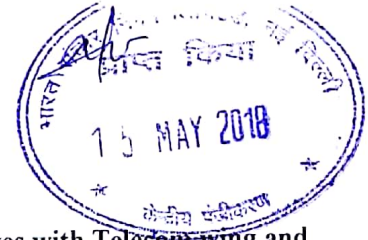
E-mail: gstoabsnlchq@gmail.com

No. TOA/CHQ/2018

Dated 15-05-2018

To.

Shri Anupam Shrivastava.
The Chairman and Managing Director,
Bharat Sanchar Nigam Limited, 4th Floor,
Bharat Sanchar Bhawan , New Delhi-110 001.



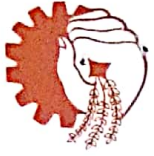
Sub :- Merger of BSNL Civil and Electrical wing executives with Telecom wing and fixation of seniority through same seniority list.

Respected Sir,

On the subject cited above, we would like to bring to your kind notice that

1. In the present working scenario, new projects related to civil and electrical division in the field units reduced considerably.
2. Civil and electrical executives having basic science qualification as of telecom executives and all having similar experience of running different BSNL services.
3. In telecom steam, even non science qualified staff are promoted and work efficiently. so there is no services effected after the merger of civil and telecom executives in telecom .
4. There are no. of civil/electrical executives having BE/MBA/other management qualifications and can be best utilized for the benefit of BSNL. In present conditions even the civil/electrical executive posted in ITPC/Enterprise business/ HR Management section in different BSNL CO, Circles and SSA's and but their seniority, work experience and career enhancement is being counted in civil/electrical vertical. This results in demoralization of executives and in spite of employee of the one organization (BSNL) and differential treatments to the executives posted in civil/electrical wing.
5. Due to the hierarchy structures of Civil and electrical wing the decision making becomes a lengthy and time consuming process. If the executives of Civil and electrical wing are merged with the Telecom wing and posted under same GM of SSA, the decision making at local level will be faster and staffs are best utilized.
6. Due to massive retirement of executive as the average age in telecom executives is above 52 years there will be opportunity to replenish the strength in house by deploying the civil/electrical executives, the average of civil/electrical executives are 44 years.
7. The existing RR of Civil/Electrical is flawed. In most of SDE's cases promotions are altogether denied due to the unjust RR. Certain controversial clause of the RR has resulted in widespread CAT/Court cases. JTO/SDE's of civil/electrical wing are a

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demoralized and frustrated lot which will obviously affect their performance. So, it is requested to dissolve separate RR for civil/electrical. Let there be one cadre one RR for all streams after merger. This will in the best interest of all cadres and BSNL in larger perspective.

8. This will benefit in simplified the HR work function and proper utilization of men power, which will be ultimately result in financial benefit of BSNL.

In view of the above, it is requested to consider the complete merger of civil/electrical executives with telecom wing in all HR matter and prepare common seniority list for the best benefit of BSNL.

[Signature]
General Secretary
Telecom Officers Association (BSNL)

Copy to: for information and necessary action please.

- 1) The Director (HR & Fin) BSNL Board, Janpath, New Delhi
- 2) Sr. GM (Pers.) for information and necessary action please.
- 3) Jt.GM (Pers.) for inf. and necessary action please

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