

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 18<sup>th</sup> July, 2014**

**To**

**The CGM ( All Non-Territorial Circles)**

**Sir,**

As you are aware, the next HoCC is scheduled to be held on 12 & 13<sup>th</sup> August, 2014. BSNL had sometime back engaged M/s Deloittee 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. Detailed recommendations of the consultant with regard to Non-Territorial Circles are enclosed at Annexure-II.

3. Manpower projections (Executives and non-Executives) for different non-Territorial circles proposed 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 1Net Work O&M is out sourced and ERP is implemented.

Contd.....2/-

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

For the purpose of current discussion, man power projection of the consultant for Stage 1 only are being communicated.

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

- (i) Recommended role/ restructuring of your circle as per details at Annexure II;
- (ii) Man power projections for your circle as per details at Annexure III.
- (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](mailto:restg@bsnl.co.in) latest by 28<sup>th</sup> 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)**
- 3. GM( SR & Trg.)/ GM(Pers.)/ GM(Estt.)/GM(Rectt.)**