

SNEA/CHQ/CMD/2015-18/73

Dated 02nd May, 2017.

To

**Sri Anupam Shrivastava,
Chairman and Managing Director,
BSNL, New Delhi.**

Sub: Increasing the number of DGM(T) posts by matching savings to address the huge stagnation in Telecom Engineering side in comparison with other streams before HR plan is finalised --- Reminder reg:

Ref: SNEA/CHQ/CMD/2015-18/61

Dated 06th February, 2017.

Respected Sir,

Kindly refer the letter under reference above and the discussions held on this subject on several occasions about the huge stagnation in Telecom Engineering wing in comparison to other streams. Telecom Engineering wing is the revenue earning stream for BSNL, working in the field units with all adverse conditions. However, the promotional avenues are much less comparing to other streams.

a) In Telecom Engg side, only 1303 DGM posts are sanctioned against the combined strength of 70,072 JTO/SDE/DEs. In this limited 1303 posts, more than 350 posts are occupied by the ITS officers on deputation, resulting the total sanction less than 1000, hampering the existing promotional avenues for the DEs.

b) Since large number of GM posts is lying vacant, all the workload is coming on the shoulders of the few DGMs. Year after year, the number of GM posts also will come down. Instead of keeping so many GM posts vacant for ever, to share the work load, it is proposed to increase the DGM posts and reduce the GM posts which are vacant.

c) There is huge difference in the ratio between the combined sanctioned strength of JTO+SDE+DE with DGM(T) and the combined sanctioned strength of other streams. The DGM posts are almost double in Finance wing comparing to Telecom Engineering wing. The higher sanctioned strength will give better promotional avenues in the stream and it will be a big motivating factor.

Considering the acute stagnation and large no of Executives working in DE level, **the number of DGM(T) posts may be increased to 2500 by matching savings.**

With regards,

(K. Sebastin)

Copy to:

1. Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Shri Deb Kumar Chakrabarty, PGM(Pers) for information and n/a please.