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No. AIBSNLEA/CHQ/CMD/2015

Date:11.03.2015

To

Shri Anupam Shrivastava  
CMD,BSNL  
New Delhi-110001.

**Sub: Integration of O/o Superintending Engineers(C) with the O/o PCE/CE (C) s whiare functioning at the same stations : Regarding Loopholes.**

**Ref:** Letter No. Misc/Integration of Civil offices/SECE/BW-I dated 16/01/2015 of the O/o PGM(BW), New Delhi and even no. dated 22/01/2015.

Respected Sir,

Kindly refer to the above stated letter on the captioned subject vide which the office of the Superintending Engineers(C) functioning at the same station as that of PCE/CE(C) s have been integrated with the respective O/o PCE/CE (C) s. The said order has a provision that the SE (C) will continue to exercise their delegated administrative, financial and statutory powers. This arrangement besides having many shortcomings and besides having the potential to cause grave situations of conflict of interest shows exactly the opposite view taken by the BW unit on the subject then what it had taken some years back. Details of shortcomings and change of stand are detailed below:

(A) **CHANGE OF STAND BY BW UNIT FROM IT'S EARLIER STAND-** It is surprising that the same BW unit which had earlier recommended removal of SE (Plg) posts from the offices of CE(C) by upgrading the posts of the then existing SE(P & A)'s in the office of CEs/ PCEs to GM(L&B) seven to eight years back is advocating posting of SE in the very same offices again. Either that step was wrong or this step is wrong. How can the same office make diametrically opposite recommendations within a short span of time? As on date the workload of Civil wings is under decline and there is no apparent reason for reverting back to a structure which was there when the work load was comparatively higher.

(B) **SHORTCOMINGS** - In this connection, we would like to bring to your kind notice the following shortcomings for your kind intervention and rectification please:

- 1) First, generally major structural changes having far reaching implications are undertaken only when demands or references are received to that effect from the field units. In that case also major structural changes, if intended, need to be deliberated in detail by inviting comments from all stakeholders (in this case CEs and SEs and the representative unions) so that all pros and cons are considered prior to such decisions. But, as usual BW unit has neither made any consultations nor deliberations. Prima facie, we believe that the said order has been issued by the BW unit in a hush hush manner with no clear motive and that too without having any authority. Moreover, it suffers from lack of consultation, deliberations and application of mind. It is worthwhile to record that all HR functions of BW/EW/Arch units stand

integrated with the HR/Personnel unit of Corporate Office since 2003. It would have been better had the orders related to HR functions were issued only from personnel section after taking approval from the competent authority. This would have ensured the scrutiny of the case from the perspective of personnel section which for the reason of it being not a party to the matter would have analyzed it in a fair and non-partisan manner. They would have ensured uniformity among all disciplines besides plugging all the loopholes of the order in question.

- 2) Second, when the Restructuring cell is working on formulation of the HR Plan, the overstepping action of the BW unit seems to be arbitrary, unjustified and uncalled for. It is certainly going to hamper independent functioning of the Civil Circles located at the headquarters of PCE/CE(C) thereby causing demotivation/ subversion/encroachment of jurisdiction/ Centralization of power/ undue interference of CE(C) in the functioning of Civil circles/ conflict of interest etc. besides causing inconsistencies in the proposed HR plan prepared by the Restructuring cell.
- 3) Third, , how can one believe that the SE(Plg) in the O/o the CE© will scrutinize the financial/ statutory matters without any bias in respect of those proposals sent by him in the capacity of SE(C). Because the two officers are the same.
- 4) Fourth, the jurisdiction of the SE stationed at the headquarters of CE, is expanded to the entire circle in the capacity of SE (Plg). In that case what is the justification of so many posts of PCE/CEs? Should we not go for curtailing the post of CEs by integrating O/o CE with SE and not vice versa? When the magnitude of Civil/ Electrical works have reduced drastically there is hardly any work left in the financial competence of CEs and therefore their nos. can be reduced by enlarging their jurisdiction. In that case there will be better and efficient utilization of manpower. When an officer in the rank of SE can have jurisdiction all over the zone while at the same time holding field responsibilities of headquarter located Circle, the post of PCE/CE is rendered more or less redundant. Is the BW unit preparing for that roadmap? **If one can say that O/o the SE© shall be integrated with the O/o the PCE/CE, can he not suggest a similar action of integration of O/o the CE with the O/o the SE(C) by reducing the posts of CEs? Yes he can and he should, if not biased by extraneous considerations. Rather top heavy model is likely to make BSNL an over-administered and under managed company.**
- 5) Fifth, the order under reference creates two power centers in the O/o CE. Earlier when the SE(Plg) was posted in the O/o CE(C) he did not have any powers financial or otherwise. All the financial/ administrative/ statutory powers were vested with the CE(C)/ PCE(C). But this order says that they will both continue to exercise their administrative, statutory and financial powers as if in an independent office. When the office is one, many of the powers of the SE will overlap with CE and many will be subsumed. Had the BW unit considered rationally it would have come out with a modified list of powers, financial or otherwise, for both CE and SE in such merged units.
- 6) Sixth, why a comprehensive order in respect of the issues raised above including deployment of the SDEs, after implementation of integration, were not issued? Why the purpose of the integration and its benefits has not been outlined? All these show that the said order has been issued in haste without any application of mind, without any justification and without any merit.

In view of the above, your good self is requested to kindly look into the matter and arrange to stop duplication of jobs by the BW unit. The BW unit shall be instructed to give equal importance to all cadres and shall work for the interest of BSNL and not for a section of people. Furthermore, we would like to request to rationalize the post of PCE/PGM posts in BW/EW/Arch units and integration of PGM(BW)/(EW)/(Arch) posts at Corporate Office level in the run up to formulation of HR plan.

With warm regards

Yours Sincerely,

Sd/-  
(Prahlaad Rai)  
(General Secretary)

Copy for kind information & necessary action to :

1. Dir(HR), BSNL Board, New Delhi
2. The ED(NB) ,BSNL CO, New Delhi.
- 3-4. The PGM (BW)/ (Arch), BSNL CO, New Delhi.
5. The PGM (EW)/ BSNL CO, New Delhi. This is in reference to your office letter no 1-1/2010-Electrical Dtd 25/06/2014 on the subject cited above.