



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

**Central Headquarters
New Delhi-110001**

**President
Subhasis Mitra**

M. : 09432001010

E-mail : presidentaibsnlea@gmail.com

**General Secretary
S. Sivakumar**

M. : 09773760445, 09486102121

E-mail : gsaibsnlea@gmail.com

**Financial Secretary
Ram Nath Chhabra**

M. : 09868231711

E-mail : fschqaibsnlea@gmail.com

No. AIBSNLEA/CHQ/CMD/2020

Dated 30.04.2020

To

**Shri P.K. Purwar,
CMD, BSNL,
New Delhi -110 001**

**Sub : Request for review the decision of merger of Telecom Factories with the
respective Territorial Circles**

Respected Sir,

We would like to draw your kind attention on the above cited subject. From 1st Feb' 2020, all the Telecom Factories Circles have been directed to report to the respective Territorial Circles CGMs as Business area headed by GM level officer. The post of CGMs in Telecom Factories Circles is likely to be abolished in order to reduce the number of post of CGMs in BSNL in post VRS scenario.

After merger of Telecom Factories in Territorial Circles, it has been observed that the priorities, targets, operations, HR matters, area of operations, work processes are totally different. There is no synergy noticed among Territorial Circles and Telecom Factories.

It is well known fact that the area of operation of TF Circles was on PAN India basis not on Circle basis.. Telecom Factories were engaged in Manufacturing and supplying Telecom Products to the field units of almost all the Territorial Circles against their requisitions and allotments issued from BSNL Corporate Office. BSNL Corporate office issues the allotments to TFs according to the requirements of the Circles, priority to achieve the targets and also from nearest TFs to maintain cost affective in transportation.

In present scenario, Telecom Factories are functioning as BA under the respective Territorial Circles and due to fund crises Factories are not able to utilize its Capacity and Assets. It is pertinent to mention that BSNL Telecom Factories are in house production units of BSNL engaged in manufacturing & supplying of Telecom Products used in BSNL Network according to the requirement of Territorial Circles as per the allotment received from BSNL C.O. New Delhi. BSNL Telecom Factories are Strategic Assets of BSNL playing a vital role in regularization of Product Cost, Quality Products & ease of supply of Products in time bound manner.

In this regard, we, on behalf of AIBSNLEA would like to submit the following suggestions for your kind consideration please.

1. All BSNL Telecom Factory Circles may be merged into single BSNL Telecom Factory Circle and should be headed by CGMs from TFs SAG Cadre to optimize the capacity of TFs. The office of CGM may be located either at BSNL CO as in the case of Civil, Electrical or at any of existing TFs. HQ. Remaining Factories may be headed by GM/DGM level officers as deemed fit.
2. The HR issues of TFs Executives/ Non Executives may be continued to be managed by Pers. Section/ Establishment Section of BSNL CO as per the existing procedure. Most of the posts of DGMs/AGMs/SDEs/JTOs are lying vacant since long back in Telecom Factories. The Executives of TFs are aggrieved and demoralized due to delay in conducting CPCs for promotion.

S. Sivakumar

3. Demand of the Circles may be consolidated by the CGM, TF and the Production distribution to TF Units would be monitored by him so that the Circles can get their demands timely and effectively.
4. At least one Factory in one Zone among the present seven units of TFs at different Locations may be kept in operation as detailed below . i.e.,
 - a. Telecom Factory, Mumbai as BSNL TF, Mumbai Circle
 - b. Telecom Factory, Jabalpur as BSNL, TF, Jabalpur Circle and
 - c. Telecom Factory, Alipore as BSNL TF, Kolkata Circle
5. Telecom Factory, Bhillai, Ricchai and Telecom Factory, Kharagpur may be winded up and their assets to be transferred to Telecom Factory, Jabalpur and Alipore respectively.
6. Willing staff of Bhillai, Richai, Gopalpur and Kharagpur may be diverted to TF, Jabalpur and TF, Alipore respectively by calling options.
7. Sub-units of BSNL, TF, Bhillai, Richhai, Gopalpur and Kharagpur can be monetized fully.
8. Demands of TF products like PLB HDPE Ducts, 4G USIM, Splice Closures, Drop Wire etc. are increasing day by day that can be managed by out sourcing manpower.
9. It may be noted that the Telecom Factories are governed through the following acts which are not applicable in BSNL Territorial Circles,
 - a. The Factory Act 1948
 - b. The Industrial Dispute Act 1947
 - c. Payment & Wages Act 1936
 - d. Industrial Employment Act 1946
 - e. Compensation Act 1928
10. The advantages of merging Telecom Factories as a single unit in BSNL and headed by the CGM separately is as follows,
 - a. Quality products with reasonable cost can be manufactured " in house "for BSNL Network
 - b. No cadre issues will arise.
 - c. There will be minimum displacement of staff.

In view of the foregoing, we would request your good self to kindly review the decision of merger of Telecom Factories with the respective Territorial Circles and implement the suggestions put forth by AIBSNLEA.

With kind regards,

Yours Sincerely,
S. Sivakumar
(S.Sivakumar)
General Secretary

Copy for kind information and necessary action to:
1. Shri Arvind Vadnerkar Director (HR&EB), BSNL Board New Delhi- 110001.
2. Shri S.K. Gupta, Director (Finance), BSNL Board New Delhi- 110001.