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No. AIBSNLEA/CMD/2014

Date: 24.12.2014

To,

Sri A.N. Rai,
BSNL Board,
New Delhi-110001.

Subject: Imposing Deloittee Committee recommendations in HR Plan of Civil/Electrical/Architectural/TF/Secretarial Cadres of BSNL – reg.

Respected Sir,

It is learnt that the Restructuring cell of the Corporate Office is attempting to implement the Deloittee committee recommendations in the garb of HR Plan to be presented before the BSNL Board. The attempt to incorporate the most contentious issues like declaring posts in respect of Civil/Electrical/Architecture/TF/Secretarial cadres as super numeric in the proposed HR Plan is not only unjustified, unwarranted but also biased and devoid of merit whatsoever. AIBSNLEA along with other associations and Unions have opposed the full report for it being anti staff and anti BSNL. The most alarming part is that the consultant did not make any consultation with major stake holders of the company like the employees or their representatives before making such far reaching recommendations. It is surprising that such non-representative and controversial recommendations are finding favour with BSNL Board and if the situation does not improve, it would lead to unprecedented agitational actions.

In all PSUs as well as private companies the HR issues are dealt by impartial and well qualified HR personnel which is missing in BSNL. As such, the management in BSNL is not rising above their prejudices and biases and therefore, any HR Plan devised by them is likely to be in favour of one group only at the cost of other groups. These Deloittee Committee recommendations like other previous reports like KPMG etc. are cosmetic/ academic in nature and will not deliver any positive result. In other hand it will result into de-motivation of staff and litigations.

You will appreciate the fact that BSNL has inherited its entire manpower & other resource from the DOT on as is where is basis. Therefore, the HR policy in BSNL shall be in a different backdrop than the market. BSNL being a govt. owned company is expected to be a model employer rather than imitating structure of private companies in the name of market. It is worthwhile to submit that market means private players and PSUs and therefore, a PSU like BSNL has to be compared with other similarly placed PSUs in the market. The aim & objective of private players, their area of operations, span of control, delegation of authority, tendering processes, convergence/ diversification of services etc are not being controlled by the government and therefore any comparison with the private players is unjustified and uncalled for. **It would be justified only if BSNL is compared with MTNL in telecom field and It will not be out of context to mention here that similar Electrical/Civil Wing set up is in existence in other CPSEs and Government Organizations viz. AIR, DD, NTPC, SAIL, NHPC Coal India, IOCL, OIL, Railways, CPWD, Defence etc. etc in other fields.**

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As far as the observation of the consultant that Civil/Electrical cadres don't exist in the market and are not aligned to the core business of BSNL, it is laughable and unrealistic. Both of these wings do exist in PSUs as well as private operators for their tower and OFC works and for up-keeping of their fixed assets. The grey areas of the private operators like too much of outsourcing to the extent of outsourcing of core business, exploitation of employees both in terms of payment and working hours and non-ethical working are something which Govt. of India, as a model employer, is not expected to encourage in its PSU at any cost.

Furthermore, BSNL is a multidisciplinary giant organization and fully owned by the government. Though its core business is providing telecom services, it is engaged with Manufacturing (Telecom Factories), Education and Training (Circle level & National level Training centers), PMC (External projects), Estate Management, Commercial Exploitation of huge assets. Lands & buildings constitute the largest assets of BSNL amounting to more than Rs 1.00 Lakh Crore. In the company set up these assets play the vital role in deciding the net worth and health of balance sheet of the company. Such huge infrastructure needs dedicated Civil/Electrical engineers for its creation and maintenance and therefore the role of Civil wing is very vital. Even in the core sector, Civil wing is creating the basic infrastructures like technical buildings, OFC laying in difficult terrains, tower foundations, erection of towers, DG set foundations, Ring earthing, provisioning of power supply and electromechanical services etc. It would not be possible to roll out the core services without these supporting basic infrastructures and their day to day maintenance services rendered by civil/electrical wing. Outsourcing of these activities will be counter- productive to BSNL.

BSNL Civil wing has been designated as PWO (Public Works Organization) of DOT for carrying out all nature of Civil/electrical works of DOT. Moreover, to fetch additional revenue, BSNL has decided to procure external projects from other govt. departments, PSUs and autonomous bodies and as a result BSNL is earning a good amount of revenue from Project Management Consultancy. Commercial exploitation of BSNL's huge land bank at prime locations is another area where BSNL, like other departments such as DOP, Railway, Air India is planning to monetize these huge assets. Monetizing of land assets definitely calls for the Civil Wing to play lead role. Besides this, Civil & Electrical wing are conducting space audit, energy audit, fair rent calculations of thousands of rented telephone exchanges and tower sites. Thus Civil/Electrical wing, despite their meager numbers of manpower, are contributing and playing a vital role for telecom networks. That the same role drew attention and accolades during natural calamities like major earthquake at Bhuj, land slide in Uttarakhand, super cyclone "Phailine" & "Hud Hud" in AP & Odisha, unprecedented flood in J&K. These contributions can't be down played.

Under the Prime Minister's flagship programme "Make in India", DOT/ BSNL is mulling the idea of setting up telecom equipment manufacturing plant at Mumbai in collaboration with Japanese companies. All these show that BSNL was in diversified field of business and will remain so in future like other CPSEs. Such diversification would not be possible without the support of Civil/Electrical/Telecom factories Wing.

So declaring certain sections of BSNL as redundant or super numeric is not based on facts and policies of the government. **Further, all Telecom factories are located in Central/ State industrial land parks in the country, The recommendations of Deloitte are contrary to the fact that these assets/ land banks can monetized by sale, Since all TF lands and infra can not be monetized as DoT/BSNL have in written agreement with states for use of land to Telecom equipment manufacturing purposes only. It is pertinent to mention here that though the Electro mechanical infrastructure available in the market may not align with BSNL, but definitely is in existence, in one way or other. Hence, It appears that the report has been prepared by M/s Deloitte without consulting and deliberating with the stake holders of company. Therefore the issues concerning the Electrical/Civil/TF wings have not been properly addressed and the same has been prepared without any relevant homework and in a most sketchy manner.**

The Electrical Wing of BSNL plays vital role and is responsible for carrying out original and maintenance works of various electro-mechanical services in BSNL/ Telecom/ Administrative buildings and residential complexes. Use of Green Energy and reduction in energy consumption are the major concerns and Electrical Wing is achieving these goals. In view of above, **it is therefore strongly submitted that Electrical Wing is Heart and Back Bone of the core business of BSNL and delivery of Telecom Services upto the Customer satisfaction can not be imagined without existence of a dedicated Electrical/Civil wing for BSNL.**

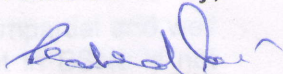
Date: 24.12.2014

When Deloittee is talking about revival of BSNL, it is not understood as to how BSNL can be revived by underutilizing the experienced manpowers after declaring them super numeric. Even after such declaration people will continue to draw higher salaries without taking up higher responsibilities. Staff wise Civil Wing (including electrical & Architecture) is 1.2 percent of total strength of BSNL and declaration of such meager cadres as super numeric is no way going to reduce the flab and will further deteriorate the delivery of service of our products to customers.

To sum up, there are one thousand and one reasons that HR issues in a govt. owned company like BSNL can't be sorted out comprehensively by hiring a foreign consultant and without consulting the very stake holders of the company. It is therefore requested that necessary orders may be passed to the restructuring cell **The proposed revised strength recommended by consultant, is not at all adequate to cope up the present Electro-mechanical infrastructure of BSNL. In order to deliver Quality Telecom Services up to the customer satisfaction, the revised strength needs a detailed review in consultation with stake holders of company to meet the Market challenges.** In case management continues with its arrogant approach and does not take stake holders into confidence, there would be severe industrial unrest that will completely defeat the objective of financial revival of BSNL. It is therefore requested that HR Plan should be deliberated among the stake holders and consensus shall be reached before submitting it to the BSNL Board.

A line in reply is highly solicited.

Yours Sincerely,


(Prahlad Rai)
General Secretary

Copy for kind information & necessary action to:

1. Shri Rakesh Garg, Secy (Telecom) DoT, Govt. of India, New Delhi
2. Smt.Rita Teotia, Spl.Secy (T) Govt. of India, New Delhi
3. All Directors, BSNL Board, New Delhi.
4. All Executive Directors, BSNL Board, New Delhi.
5. PGM(BW)/ PGM(EW)/ PGM(Arch)/GM(TF)/GM(Pers), BSNL CO, New Delhi.

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