



File No. 4-02/2021 – Restg

Dated:24.11.2021

To

All CGMs
Territorial / Non Territorial Circles,
BSNL.

Subject: BSNL Board approval on revised sanctioned strength post VRS Restructuring in Finance Stream and the modifications in the Recruitment Policy-Reg.

Approval of BSNL Board is hereby conveyed on Manpower requirement and modifications in Recruitment Rule post VRS restructuring, in respect of Finance streams as under:

1. **The revised Sanctioned strength post VRS restructuring shall be effective w.e.f. 01.02.2020.** The post held by the Executives retiring on superannuation from 01.02.2020 to 31.01.2022 shall be considered as personal and supernumeric in terms of the decision of cabinet conveyed vide DoT letter dated 05.01.2021 (the post held by employees in the age of 58-60 Years will lapse as and when such employees retires during the period from 01.02.2020 to 31.01.2022).
2. After taking into consideration the abolition of post as per para 1 above, the approved man power in different grades in respect of Executives of Finance stream are as under -

Grade	Manpower approved
PGM	8
Sr.GM/GM	32
DGM- Internal	278
DR DGM	48
CAO- Int	672
MT	168
AO	1887
JAO	2075
Executive Total	5168



All the posts in excess of the approved sanctioned strength Post VRS restructuring by BSNL Board in different grades and streams stand abolished.

3. The revised sanctioned man power post VRS restructuring in all Territorial, Non-Territorial Circles, and Corporate office in respect of Executives of Finance Stream is enclosed as **Annexure- I**. Circle shall prepare and forward the Business Area(BA) wise detail list of Executive of Finance Unit (grade wise) based on BA structure and operational norm (order issued vide letter dated 17.11.2021) within the grade wise sanctioned strength of the Circle as per **Annexure-I** to Restructuring Unit, BSNL CO. for records.
4. Following modifications are approved in the Recruitment Rule of Executives of Finance Stream as under:
 - a) Direct Recruitment in JAO, MT and DR DGM shall be continued in Executive Grade in Finance stream.
 - b) Number of post under DRDGM in Finance cadre has been reduced from 60 to 48. These shall accordingly be modified in the Recruitment Rule of DR DGM keeping the other provisions in the recruitment rule unchanged.
 - c) Number of MT (Management Trainee) Posts has been reduced from 673 to 168 with Internal and External provision 50:50 i.e. 50% of total post (84) for External and 50% of total post (84) for internal. Further the internal provisions have been converted into LICE for promotion from AO to CAO grade. These provisions may accordingly be added / modified in the MTRR and MSRR of finance stream.
 - d) Under Organisational Restructuring, in the new structure and norms of all planning and field units, JAO or eq. and AO or eq. are functionally considered in single cluster (interchangeably used) i.e. JAO or eq. and AO or eq. shall work independently and both shall report to next higher level. So, considering the HR best practices and uniformity in policy across all the streams a JAO with 12 Years service in the JAO grade may be considered for – **Promotion from JAO to AO on personal up gradation basis**. Subsequently on vacating the post of AO either by promotion to next higher grade or by superannuation/VRS/ Technical resignation/ resignation, the post of AO will be reverted back in JAO grade. Accordingly, the RR of AO may be modified.
 - e) No increment shall be allowed on promotion from GM/Sr. GM to PGM Grade.
 - f) No recruitment will be made in future without the approval of the BSNL Board. So, Direct Recruitment in the JAO/MT/DRDGM arising in a year due to vacancies in the grade shall be made after analysing the actual requirement in the field and with the approval of BSNL Board only.

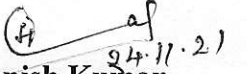


Further actions on the above are to be taken by Personnel unit of BSNL CO being the cadre controlling for executives and Recruitment Policy may accordingly be modified and published.

5. The Man power plan shall be reviewed after 2 Year from date of implementation.

This is issued with the approval of Competent Authority.

Enclosures: Annexure-I,


24.11.21
Manish Kumar
GM (Restructuring)

Copy to:

1. CMD BSNL for information please
2. Dir(CFA)/Dir(HR)/Dir(CM)/Dir(EB)/Dir(Fin) for information please
3. CVO BSNL CO for information please.
4. CS and GM(legal) BSNL CO for information please.
5. PGM(Pers)/Sr. GM Estt BSNL CO for making necessary modifications in the Recruitment Rules.
6. All CGM)/PGM/Sr.GM/GM BSNL CO for information please
7. Spare in the file

(I) Sanctioned Manpower of Territorial Circles, Nodal centres & Corporate Office- Finance stream

Territorial Circle	PGM/Sr-GM/GM	DGM	CAO	AO/JAO
AN	0	1	4	15
AP	1	18	47	204
AS	1	11	23	105
BR	1	11	20	119
CG	0	5	14	65
GI	3	19	50	207
HP	0	7	19	85
HR	1	13	32	133
JK	0	6	15	72
JHK	0	5	13	67
KR	3	27	60	278
KTK	3	20	56	230
MP	1	14	33	192
MH	3	25	74	320
NE-I	0	5	12	57
NE-II	0	5	9	55
OR	1	14	34	151
PB	1	12	31	143
RJ	1	14	40	191
TN	2	23	59	262
TEL	2	13	33	134
UK	0	5	15	67
UPE	1	15	42	193
UPW	1	10	21	118
WB	1	9	18	97
CHTD	1	3	7	46
KoITD	1	3	7	44
Sikkim	0	1	4	11
Nodal Centres	0	1	5	40
Corporate office & ERP (FICO+Tech)	6	6	18	99
Total	35	321	815	3800

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(II) Sanctioned Manpower of Non-Territorial Circles - Finance stream

Non-Territorial Circle	PGM/Sr GM/GM	DGM	CAO	AO/JAO
CN-TX	4	1	10	78
Trg Centre	1	1	6	22
ITPC	0	1	5	50
BBNW	0	1	2	7
Inspection & QA	0	1	2	5
Total	5	5	25	162

Dr. Arun (Resg)-I