



4-1/2010-Restg.

Dated : 9<sup>th</sup> July, 2012.

To

Heads of all Territorial and Non-Territorial Circles

**Subject : Staffing Norms for Executives and non-Executives for  
different roles across BSNL.**

Sir,

Please refer to Director (HR)'s D.O. letter of even number dated 4<sup>th</sup> August, 2011 on the subject mentioned above requesting for your comments/ observations on the proposed staffing norms for Executives and non-Executives.

1. Only a few circles (M.P., Uttrakhand, Karnataka, WTR, NTP & BRBRAITT Jabalpur) have sent comments on the proposed staffing norms or staff justification based on the proposed norms. Inputs from the field units are crucial for finalizing this exercise. The proposed norms have been up loaded on the Intranet (Annexure -I). These comprise of both positional norms and work load based norms (wherever applicable).
2. You are requested to please arrange for sending the following information to the Restructuring Branch latest by 6<sup>th</sup> August, 2012:
  - i. Comments on the draft staffing norms- If no comments are received by 6<sup>th</sup> August 2012, it shall be assumed that the proposed norms are seen as satisfactory by your circle.
  - ii. Justification based on proposed norms and current strength of executives & non-executives (cadre wise and SSA wise) as per the format prescribed at Annexure II.

Above information may also be emailed at [restg@bsnl.co.in](mailto:restg@bsnl.co.in) latest by 06/08/12.

**This may please be treated as most Urgent.**

Yours sincerely,

(Madhu Arora)  
GM (Corp.Restg.)