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No. AIBSNLEA/CHQ/CMD/2021

Dated: 12.02.2021

To,

Shri P.K. Purwar
The CMD BSNL
New Delhi-110001

Subject: Consolidation of SSAs in Business Area and Rationalization of Work after Restructuring in BSNL- Justification for Provision of additional "CAO" Posts in DGM headed Operation Offices- Regarding.

Respected Sir,

We would like to draw your kind attention on the above cited subject and Restructuring Cell letter No: 4-02/2014- Restg Vol. V (pt.) dated 27/08/2020. In this regard, **it is constrained to bring your kind notice that it is very shocking to notice that in the Organisational Chart vide the above cited letter under reference-**

A) There is no provision for CAO (TR) Post shown under the DGM Operation Office in below mentioned categories of BAs-

- 1. Category- 3 : Medium BA- 63 Numbers with Revenue >50 & <125 Cr**
- 2. Category- 4 : Small BA- 65 Numbers with Revenue <= 50 Cr**

Sir, it is submitted that the erstwhile SSAs converting into Operational Office Headed by DGM Level Officer and having revenue of more than Rs.10 Cr with large Geographical Area will have a number of day to day activities relating to TRA, Billing, Collection, Persuasion with Outstanding and realization thereof through Pursuit Cell etc., which will have to be managed by Accounts Branch having appropriate Level Officer. In addition to that there are several works relating to Finance matters kept in newly created Operational office even after consolidation of Business Area HQs and it will not be

feasible to approach BA HQ for each and every activity in absence of the posting of CAO level officer in the Operational Area Office headed by DGM.

It is pertinent to mention here that the erstwhile SSAs, which have been converted into DGM level Operational office, are as well as important from Business aspects. In view of the Business Volume in DGM Operation Area Headquarters which is situated at Revenue District HQs wherein the State and Central Government Senior level Officers such as Commissioner of various Departments like Income Tax, Municipality, Sales Tax/GST etc., as well as the District/Deputy Commissioner/District Magistrate, SDM, SP etc., are present. For interacting and persuasion with these High Dignitaries regarding financial matters on behalf of BSNL and to cater the desired Business needs, a Senior Finance Level Officer in the rank of CAO is very essentially required.

Sir, the important Finance related activities in the newly created Operational offices Headed by DGM to be carried out is submitted for your kind perusal, which will require the presence of CAO level officers in these offices:

1. After Consolidation, the Geographical area in a BA have become very large and posting of one Senior level officer like CAO TRA in line with Technical officers is very much essential for day to day activities and to avoid hardships to the Accounts Personnel and Staff working in DGM Operational Area office far away from the BA HQ.
2. To settle the write-off of TR cases within the Powers of CAO TR in DGM Operational Area office is required the presence of CAO at the same place.
3. Formation of various Committees in DGM Operation Area Office, such as Scrapping Committee, FRAC High Power Committee, LBM/ HPC Cases within the Power of CAO TR, requiring CAO level officer as it would be difficult to arrange for CAO level officer from distant BA HQ every time.
4. Monitoring of Lok Adalats, Outstanding Pursuit Teams, cases to be settled thereof within the power of CAO TR.
5. Day to day Data Analysis of Revenue, Defaulter cases persued by TRA Staff/Pursuit Cell/JAO/AO etc., also have to be looked into by the CAO Level officer in DGM Operation Area offices.
6. Financial Analysis for offering the Competitive rates to the EB Segment Prospective Customers which are the Key area for future growth of BSNL in the present Competitive cut-throat Business environment will also require the involvement of CAO Level Officer for efficient output by the concerned DGM in DGM headed OA HQ.
7. **The most important is that as per the Standard Norms & Procedures the IFA/Finance Officer to DGM Operation Headed offices should be one rank below i.e. CAO** as being followed in other CPSUs, Government Organizations including BSNL to protect the Financial interests of the Organization.

B) It is also observed that there is no provision for CAO(TR) and CAO(Accounts) Posts are shown under the PGMTD/GM(F)- in Category-1: Very Large BAs i.e. 5 Numbers with Revenue >250 Cr as well as no Separate CAO(TR) Post is shown under the PGMTD/GM(Area-I/II) i.e. 19 numbers Areas offices.

C) Further, it is also mentioned that No CAO (TR) Post is provisioned/shown under the PGM TD/GM(F) of Category- 2 : Large BAs i.e. 25 Numbers with Revenue of Rs.125-250 Cr.

In view of the foregoing facts, we would request your good self to kindly look into the matter and consider our suggestions as per the above justification and cause to issue necessary instructions to the Officers concerned for provisioning of additional 182 Posts of "Chief Accounts Officer" level Executives in the following Category wise BAs to maintain the financial discipline, Concurrences & Control and as per the Standard Norms/ Procedures & Practices in the Better interest of the Company:-

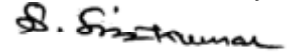
1. Category -1: Very Large BA- 5 Numbers with Revenue >250 Cr(5x2)-	10 Nos
2. Category -1: Very Large BA- 19 GM(Areas) -	19 Nos
3. Category -2: Large BA- 25 Numbers with Revenue 125-250 Cr	25 Nos
4. Category -3: Medium BA- 63 Numbers with Revenue >50 & <125 Cr-	63 Nos
5. Category -4: Small BA- 65 Numbers with Revenue < = 50 Cr-	65 Nos

Total	182

Regarding other categories of Technical/Engg/including DGM (Fin), the justification & views of AIBSNLEA with the detailed analysis will be submitted for kind perusal & consideration to the Management very shortly.

With kind regards,

Yours Sincerely



(S.Sivakumar)

General Secretary

Copy for information and necessary action to:-

1. Shri Arvind Vadnerkar, Director (HR) BSNL Board, New Delhi- 110001.
2. Ms Yojana Das, Director (Finance) BSNL Board, New Delhi- 110001
3. Shri R.K. Goyal, PGM (Pers.) BSNL CO, New Delhi- 110001.
4. Shri. Rajiv Kumar, GM (EF & FC) BSNL CO, New Delhi- 110001
5. Shri Manish Kumar, GM (Restructuring) BSNL CO, New Delhi- 110001
6. Shri A.M. Gupta, Sr.GM (SR) BSNL CO, New Delhi- 110001.