

**25-05-2020**

**Drastic cut in number of posts on the anvil in the name of Restructuring:**

It is learned that through Restructuring and Review of Assets, BSNL Management is considering drastic reduction in the combined strength of AGM and DGM equivalent Grades in all the Streams (Telecom, Finance, Civil, Electrical, Arch, TF, PPS and CSS) and AGM+DGM number in all the Streams combined together will be about 3300 - 3500. The present combined sanctioned strength of AGM+DGM is 8953. In other words, drastic reduction of posts proposed, by about 65%. The final figure will be divided in some ratio between AGM and DGM. If it happens, then it will stop almost all the promotions to AGM and DGM Grade in all Streams as we are apprehending.

This is in the name of Restg. and M/s Deloittee recommendation. The same Consultant M/s Deloittee, in 2014, recommended an increase in the number of AGM (T) posts from 5303 to 6172 and DGM(T) posts from 1331 to 1607. After 6 years, the same Consultant makes recommendation for drastic reduction of posts. This establish that the Consultant is acting on behalf of the Management and what Management requires, that report is given by the Consultant, without making any Work Study.

Similar cut in the number of posts can be anticipated in other Grades also (SDE/AO and JTO/JAO equivalents). The provisional norms issued in December, 2019 by Restg. cell indicates that the Circles can work out the revised sanctioned strength of the Circle based on that provisional norms and find out the revised strength.

We may have to go for strong organizational actions in the near future if Management is not coming forward and discussing and settling the matter.

Management is dragging the Promotions to complete the Restg. process, making assurances one after another. Restrg. should not take away the Promotional avenues of the Executives working in BSNL. On review of the Assets, large number of posts will be surrendered in addition to the posts surrendered due to VRS. Knowing the adverse effect of Restg. on Post based promotions, we are insisting for Non-post based Time Bound functional promotion in all the Streams.