

WEST BENGAL EXECUTIVE MEMBERSHIP ASSOCIATION



WEST BENGAL CIRCLE

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No. WB SNEA/HQ/2020-2021/04

Dated at Kolkata, 17.09.2020

To,  
The Chief General Manager,  
West Bengal Telecom Circle,  
CTO Building, Kolkata - 700001

Sir,

**RE: Proposal for Consolidation of Business Area and Rationalization of Work and Delegated Power thereof**

*Ref: 1. File No. 4-02/2014 – Restg Vol. V (Pt.) dated 27.08.2020*

*2. No. PGM (HR & Admn.)/WBTC/Misc. dated 29.08.2020*

In view of the recent restructuring process initiated by the Restructuring Cell, BSNL Corporate Office vide above Reference 1, we appreciate the attempt taken by you and your good office to implement the same in WBTC albeit various impediments. Being the Support Association in the recently concluded Executive Membership Verification'2020 and the recipient of the maximum number of votes in WBTC, we also would like to extend our positive and constructive role in this exercise. Therefore, we are putting forth some of our observations as well as proposals in anticipation of your kind consideration thereby.

1. As per the reference letter, in WBTC there are 5 Business Areas covering almost 90,000 SQKM spreading across two states that reaches literally from the furthest corner in the Himalayan mountain region to the remotest sea island. In this vast geographical terrain, there are almost 950 telephone exchanges, 2650 Mobile BTS Sites and 50000 KM of OFC route among other numerous facilities to cater to the need of the public.
2. Among these 5 BAs, only Siliguri BA has been given Category – 3 where as others are Category – 4 BAs.
3. As read in the above reference, the BA will look after all the planning works related to Business Development, overall marketing within the BA, Network planning and monitoring of maintenance activities, Tender finalization, Bills, Pay and Claim related

activities and Administrative / HR / Establishment matters. For these activities, the Restructuring Cell has prescribed certain Posts and responsibility thereof.

However, as per the current scenario there is acute shortage of manpower. We strongly feel that this shortage should be brought to the notice of the Corporate Office.

4. In the same context, it is also felt that there is huge shortage of number of officers in the substantive post as stipulated in the reference. Giving different charges to the same officer or arrangement by Look After/Look On orders should not be the propaganda or solution to this restructuring exercise.

Hence, we strongly feel that Corporate Office must be apprised and convinced to take care of this issue and consider the promotion path for the executives so as to meet the requirement.

5. Coming to the erstwhile SSA structure, to maintain the regular operation as well as Sales and marketing works, Customer Services and Revenue collection and persuasion, again there is an acute shortage at some of the SSAs.

In view of the above points, we feel that at several places where there is such shortage of manpower, non-technical or semi-technical jobs (like PM and Digital Marketing etc.) may be conferred to the JAOs posted there as the role JAO/AO has considerably decreased in the Operation Areas as proposed in the present restructuring order and there may be some redundant JAOs/AOs in some of the Operation Areas.

6. It is evident that to conform the BA offices, some reshuffling may be done. In this case we want the following points to be pondered upon.

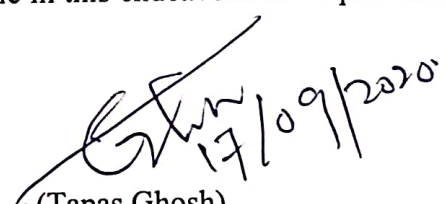
- i. In this COVID-19 pandemic, transfer should be minimal.
- ii. Uniformity in transfer policy should be followed wherever it is of utmost necessity.
- iii. Considering the severe shortage of manpower, experienced executives should be posted to the positions where he/she has the expertise to give maximum output.
- iv. Putting extra workload to the already overburdened executives in the post VRS scenario may not be an optimal solution.
- v. While considering transfer, those who have already given their prayer for transfer may be given preference if it is in the scope of purview.
- vi. For posting of executives at BA Head quarter, an option may be called first so that interested executives may get a chance to give their candidature. While finalizing the transfer posting factor like seniority should be given priority among these candidates.

- vii. Option may be called by BA Head from the executives of the co-located SSA of that particular BA for posting in BA HQ.
7. Functionalities of Civil, Electrical and Telecom Store wings in the proposed restructuring exercise are not clear. We want clarity from the administration in this regard.
8. As prescribed in the Reference 1, OPEX claim (Non-PO Based) related to rent and electricity can also be centralized at BA.
- But in such cases, workflow for booking Electricity invoices in ERP must be determined beforehand so as to avoid any confusion in future and EB disconnections thereof.
- Again, for the rent processing of the landlords/landladies and related FRACs in future, it must be considered judiciously. Given the present situation where rents are not paid up to date, if the already agitated landowners are asked to travel from a remote site location of any of the Operation Area all the way to the respective BA Headquarter that may be 3 or 4 districts far away, it may call for further aggravation in the access issue for the field officers and staffs.
- Hence this issue pertaining to the land owners should also be decided in time to avoid any unforeseen situation.
9. Further, the BA wise observations are given in the Annexure for your kind consideration please.

We will hope that your kind attention will be paid to the above points and decisions may be taken pragmatically in the best interest of both our beloved Circle and its employees.

Under your able leadership, we believe WBTC will be steered back in the path of success very soon. We again assure you of our positive and constructive role in this endeavour in all possible ways.

Thanking you in anticipation,

  
(Tapas Ghosh)  
Circle Secretary,  
SNEA, WB

Encl: As above

BA	SSA	DISTRICT	SQKM COVERED	SDCA	SUB DIV	CFA					CM					Technical Staff Strength						Non Technical Staff				
						LL EXCH	OFC ROUTE (KM)	WIFI HOTSP OT	LEASE CKT	NODES	BSC	RNC	MSC	2G BTS	3G BTS	4G BTS	JE	JTO	SDE	AGM	DGM	DGM (Adhoc)	JAO	AO	SDE (OL)	PA/PS
CAL	CAL	4		10	16	240	2800			ER - 1	3			350			25	42	5	0	0	1	3	6	1	1
	KSH	1	3927	4	4	45	(945+500)		430	ER -1, SW - 3	1	1		148	48+80		8	21	2	0	0	0	5	2	0	0
	BHP	1	5341	5	6	49	(900+960)			ER -1	2	2	1	209	77		13	18	0	1	0	0	4	2	0	0
KGP	KGP	3	13000	8	11	185	4000		1000	ER - 1	3			350	200		25	36	4	1	0	0	7	2	0	0
	PRL	1		4	4	42	750			SW - 2	2	1		114	41	LWE - 48	8	13	2	0	0	0	4	2	0	0
	BKU	1	6882	3	4	59	1400	63	376	ER -1, CDR - 2	4	2		168	144		12	16	0	1	0	0	3	2	0	0
ASL	ASL	1	8456	4	4	28	(440+250)	12	223	ER -1	1	1		283			6	18	2	1	0	0	4	3	1	2
	DGP	1	2600	1	4	20	(470+150)	15	255	ER -1	1	1		76	86		4	18	6	0	0	0	4	2	0	0
	BDN	1	5400	6	6	113	(1860+240)	107	550	ER -1, CDR - 1	1	1		158	110		9	21	4	0	0	0	4	2	0	0
	SUR	1	4545	3	4	52	(543+280)			ER -1	1	1		170	110		12	16	2	0	0	0	5	2	0	0
SLG	SLG	2	4840	3	4		684	48	1540	ER - 2, CR -1	2	2	1	150	221		19	38	11	2	1	1	5	3	0	1
	JPG	2	6522	5	5	54	840	39	680	ER - 1	1	1		153	108		15	20	1	1	0	0	4	2	0	0
	COB	1	4900	4	5	35	562	25	301	ER - 1	1	1		105	94		8	13	2	0	0	0	4	2	0	0
	RGJ	2	5304	4	6	31								146	146		9	26	1	1	0	0	4	2	0	0
	MDA	1		3	4	45	(540+450)			ER -1	1	2		132	124		12	17	4	1	0	0	4	2	0	0
GTK	GTK	4		2	4	32	550				1	1		87	46	36	5	13	5	0	1	0	4	2	0	0
CO	CL																	45	16	2	1	5	24	30	3	8
Total		27	71717	69	91	1030	11586	309	5355	0	25	17	2	2799	1507	36	190	391	67	11	3	7	92	68	5	12