

भारत संचार निगम लिमिटेड  
(भारत सरकार का उद्यम)  
मुख्य महाप्रबंधक दूरसंचार कार्यालय  
पश्चिम बंगाल दूरसंचार परिमंडल  
8- रेड क्रॉस प्लेस, केन्द्रीय तारघर भवन  
कोलकाता -700 001



BHARAT SANCHAR NIGAM LTD  
(A Government of India Enterprise)  
O/O The Chief General Manager Telecom  
West Bengal Telecom Circle  
8- Red Cross Place, CTO Building  
Kolkata-700001

No. WBTC/Dy.GM/HR (A)/Misc./2022-23/

Dated at Kolkata 18 /02/2022

To,  
The Director HR  
BSNL, Corporate office  
Janpath, New Delhi.

Subject: Organizational restructuring- **Justification of staff strength and structure of WBTC-Reg.**

- Reference:
1. Corporate Office letter No. 4-2/2021-Restg. Dated 17/11/2021.
  2. Corporate Office letter No. 4-02/2021-Restg. Dated 23/11/2021.
  3. Corporate Office letter No. 4-2/2021-Restg. Dated 29/11/2021.
  4. Corporate Office letter No. 4-2/2021-Restg.(Pt.) Dated 30/11/2021.
  5. Corporate Office letter No. BSNLCO-PERS/15(11)/1/2022-PERS Dated 20/01/2022.
  6. Corporate Office letter No. BSNLCO-A/16(13)/1/2020-ESTAB Dated 20/01/2022.

Respected Sir,

With regard to the above subject, I wish to bring your kind consideration that the sanctioned strength of WBTC issued by the corporate office works out to be far less than the strength justified as per the staffing norms circulated. Comparison between Required manpower as/ operational norms, Sanctioned manpower by the corporate office and Existing working manpower is summarized below :

Cadre	Manpower required as/ operational norms & guidelines	Sanctioned strength by the corporate office	Difference between manpower as per norms & the sanctioned strength given by CO	Existing working strength	Difference between sanctioned strength given by CO & Working strength	Remarks.
a	b	c	d=(b-c)	e	f=(c-e)	
DGM (T)	21	32	-11	3	29	All the 3 DGM(Adoc) will superannuate by Aug'2022
AGM	212	80	132	10	70	1 AGM(Adoc) will superannuate by Feb'2022
SDE/JTO	1147	413	734	441	-28	
JE	478	102 Incl. Sikkim	376	168	-66	
TT/ATT	1159	398 Incl. Sikkim	763	633	-235	
DGM (F)	7	9	-2	1	-8	
CAO	17	18	-1	3	-15	
AO/JAO	141	97	44	147	-50	
TOTAL	3182	1149	2035	1406	-323	

**Details of Total vertical/ Role wise Manpower requirement in WBTC as per the norms is annexed as Annexure-1 and vertical/Role wise Manpower requirement as Annexure- 2 to 7.**

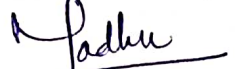
As can be seen, the strength of the Technical / Finance Manpower sanctioned in WBTC is woefully short as compared to the justified norms circulated by the Corporate Office. Inadequate skilled manpower at critical level including at Middle Management Level is severely impacting sales, marketing as well as service delivery, assurance and overall quality of services provided by WBTC. West Bengal Telecom Circle is looking after widespread region stretching from part of mountainous terrain of the Himalaya in the North to the coastal land of Bay of Bengal in the South covering a total area of 88752 SQ KM. At present, WBTC is strenuously functioning with skeleton manpower especially at managerial levels to manage the entire network system of WBTC, with far less availability of Man power as compared to justified norms.

Considering the factual position, as elucidated above, it is requested that

- (i) Sanctioned manpower of WBTC may kindly be modified as per operational norms and guidelines.
- (ii) Vacant posts at the executive level may be filled up.
- (iii) As far as feasible, officer may not be posted out of WBTC due to acute shortage of manpower.
- (iv) In the LICE promotion from JE to JTO in the recent order issued from the corporate office, WBTC Circle may also be taken into consideration.

With warm Regards,

Yours Sincerely

  
( Madhu Arora )  
CGM, WBTC

Encl: Annexure -1 to 7 as stated above.

Annexure  
29.11.21  
Grand Total  
J=Sum(4)

Total Manpower (Telecom-Technical and Finance) in WBTC as per staffing guidelines vide BSNL CO order dated 17.11.21 & 29.11.21																							
Cadre	CFA			CM			Trans		EB & Mktg		Office (HR & Admin)		Office (Others)		RF Optimaization		General Coordination		CRM		Grand Total		
	A	B	C	A	B	C	D	E	F	G	H	I	J=Sum(A-I)										
DGM(T)	0	0	0	0	0	0	0	3	18	0	0	0	0	0	0	0	0	0	0	0	0	0	21
AGM	128	13	23	5	7	36	279	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	212
SDE/JTO	638	49	92	22	30	279	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1147
JE	462	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	478
TT/ATT	970	97	92	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1159
DGM(F)	0	0	0	0	0	7	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
CAO	0	0	0	0	0	141	498	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17
AO/JAO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	141
Sum Total	2198	159	207	27	40	498	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3182

Note:1) Telecom Store not included due to non availability of guidelines from BSNL CO

2) BA Kolkata(TF) not included due to non separation of employees for WB region in the consolidated data of TF in BSNL CO Guidelines dated 24.11.2021

*(Signature)*  
18/11/2021

सहायक महाप्रबंधक (मा.सं./प्रशा.)  
Asstt. General Manager (HR/Adminn.)  
प. व. दूरसंचार विभाग, ए. ए. सी. सि. लि.  
W. B. Telecom, Kolkata-700 001  
कोलकाता / Kolkata-700 001

ANNEXURE-2 (Finance)

Manpower Calculation for Finance Wings																
		Operation					BA HQ Incl. OA			District HQ			Total Requirement			
BA	SSA/OA	DEL	REVENUE E>10CR	CAO	AO/JAO	DGM(F)	CAO	AO/JAO	CAO	AO/JAO	DGM(F)	CAO	AO/JAO	DGM(F)	CAO	AO/JAO
		A	B	C	D	E	F	G	H	I=D	J=B+E+G	K=C+F+H				
ASL	ASL	9316	1	2	1	2	10		1	1	3			1	3	13
ASL	BDN	8431		2			1		1	0	0			0	0	4
ASL	DGP	10701		4			1		1	0	0			0	0	6
ASL	SUR	8189		2			1		1	0	0			0	0	4
CAL	BHB	10879		4			1		1	0	0			0	0	6
CAL	CAL	32435	1	4	1	2	10		4	1	3			1	3	18
CAL	KSH	9738		2			1		1	0	0			0	0	4
KGP	BKA	6246		2			1		1	0	0			0	0	4
KGP	KGP	32105	1	4	1	2	10		3	1	3			1	3	17
KGP	PRL	4913		2			1		1	0	0			0	0	4
SLG	COB	6353		2			1		1	0	0			0	0	4
SLG	JPG	13351		4			1		2	0	0			0	0	7
SLG	MDA	6575		2			1		1	0	0			0	0	4
SLG	RGJ	8235		2			1		2	0	0			0	0	5
SLG	SLG	28391	1	4	1	3	12		2	1	4			1	4	18
CO	CO		1		3	3	23			3	4			3	4	23
		<b>195854</b>	<b>5</b>	<b>42</b>	<b>7</b>	<b>12</b>	<b>76</b>		<b>23</b>	<b>7</b>	<b>17</b>		<b>23</b>	<b>7</b>	<b>17</b>	<b>141</b>

*[Signature]*  
28/02/2012

सहायक महासंचालक (म. मं./म.म.)  
Asst. General Manager (HR/Admn.)  
प. अ. संचालक मंडल, एन.पी.आर.  
W. B. Telc. ... 700 001  
कोलकाता / Kolkata-700 001



BA	SSA/OA	CM										TRANS			
		Standalone 2G	Standalone 3G	2G+3G	LWE	NO OF BTSSITE	TT/ATT as per BTS	SDE / JTO as per BTS	AGM	Circle OFC RKM	NOFN OFC RKM	TOTAL OFC RKM	TT/ATT as per RKM	SDE/JTO as per RKM	AGM
		A	B	C	D	E = A+B+C+D	M=E/27.5	F = E/55	G = E/250	H	I	J = H+I	N=J/250	K = J/250	L = K/4
ASL	ASL	15	20	64		99	4	2	1	450	258	708	3	3	1
ASL	BDN	72	27	75		174	6	3	1	1807	258	2065	6	8	2
ASL	DGP	6	14	65		85	3	2	1	470	258	728	3	3	1
ASL	SUR	74	31	92		197	7	4	1	947	81	1028	4	4	1
CAL	BHB	132	37	53		222	8	4	1	981	478	1459	6	6	1
CAL	CAL	152	48	150		350	13	6	1	2843	565	3408	13	13	3
CAL	KSH	38	12	83		133	5	2	1	903	491	1394	6	6	1
KGP	BKA	43	15	76	10	134	5	2	1	1400	1306	2706	11	11	3
KGP	KGP	172	83	146	38	401	15	7	2	1928	3067	4995	20	20	5
KGP	PRL	62	3	38	48	103	4	2	1	705	241	945	4	4	1
SLG	COB	15	6	77		98	4	2	1	526	99	625	3	3	1
SLG	JPG	79	52	48		179	7	3	1	783	196	979	4	4	1
SLG	MDA	35	42	60		137	5	2	1	406	232	638	3	3	1
SLG	RGJ	33	6	98		137	5	2	1	783	0	783	3	3	1
SLG	SLG	13	82	135		230	8	4	1	577	68	645	3	3	1
CO	CO														
TOTAL		941	478	1260	96	2679	97	49	13	15309	7599	22908	92	92	23

*(Signature)*  
8/10/2011

सहायक महासंचालक (आ.सं./प्रशा.)  
Asstt. General Manager (HR/Admin)  
प. व. सुभाषचंद्र प्रसाद ए. व्ही. सि. लि.  
W. B. Placement Unit: SSNL  
कलकत्ता / Kolkata-700 001

BA	SSA/OA	DEL	OUTDOOR					INDOOR					Annexure-5 (CFA Manpower)			
			TI/ATT	JE as per DEL	SDE / JTO as per DEL	SDE / JTO as per DHQ/City	TOTAL >10K COUNT	TOTAL 5K-10K COUNT	TOTAL 2K-5K COUNT	TT/ATT as per capacity	JE as per Capacity	SDE/JTO as per Capacity	Total TT/ATT	TOTAL JE	TOTAL SDE/JTO	AGM
		A	M=A/1.5K (U-2K, R-1K)	B = A/2.75K (U-3.5K, R-2K)	C = A/3.25K (U-4K, R-2.5K)	D	E	F	G	N=E*6+F*5+G*3.5	H = E*3+F*2.5+G*1.5	I = E*4+F*3+G*2.5	O=M+N	J = B+H	K = C+D+I	L = K/5
	ASL	9166	6	3	3	1	1	3	12	63	29	43	69	32	47	9
	BDN	8293	6	3	3	1	0	3	7	40	18	27	45	21	30	6
	DGP	10554	7	4	3	1	4	4	8	72	34	48	79	38	52	10
	SUR	8000	5	3	2	1	0	6	4	44	21	28	49	24	31	6
	BHB	10639	7	4	3	1	0	5	13	71	32	48	78	36	52	10
	CAL	31793	21	12	10	4	0	6	7	55	26	36	76	37	49	10
	KSH	9567	6	3	3	1	0	2	4	24	11	16	30	14	20	4
	BKA	6057	4	2	2	1	0	6	6	51	24	33	55	26	36	7
	KGK	31586	21	11	10	3	1	10	18	119	55	79	140	66	92	18
	PRL	4832	3	2	1	1	0	3	0	15	8	9	18	9	11	2
	COB	6242	4	2	2	1	1	3	3	32	15	21	36	17	23	5
	JPG	13216	9	5	4	2	1	2	10	51	23	35	60	28	41	8
	MDA	6467	4	2	2	1	0	6	9	62	29	41	66	31	43	9
	RGJ	8088	5	3	2	2	0	1	5	23	10	16	28	13	20	4
	SLG	28250	19	10	9	2	0	14	10	105	50	67	124	60	78	16
	CO	192746	128	70	59	23	11	74	116	842	392	556	970	462	638	128

13/07/2017


सहायक महासंचालक (सा.सं./प्रशा.)  
 Asstt. General Manager (HR/Admin.)  
 प. वं. सुविधा विभाग, कोयंबटूर, महाराष्ट्र.  
 W. B. SHIVAJI UNIVERSITY, SSNL  
 कोयंबटूर / Koyambatur-430 001





**CONSOLIDATED SANCTION STRENGTH VERSUS WORKING STRENGTH OF WEST BENGAL TELECOM CIRCLE AS ON 01.02.2022**

Nos. of records found: 3546	ASL	BKU	BHB	CO	COB	JPG	KGP	KOL	KSH	MLD	PRL	RNJ	SLG	SRI	TS	Working Strength	Sanctioned Strength	Remarks	U.K. Grade
CGM				1												1	1		
PGM																	0	05 nos. DOT	
GM (Telecom & Finance)	0	0	0	4	0	0	1	1	0	0	0	0	1	0	0	7	10	9 (Tel) & 1 (Fin)	
DGM (Telecom & Finance)	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	3	41	(Pers, BSNL)	09 (Telecom)
AGM	2	1	1	1	1	0	1	0	0	1	0	0	1	0	1	10	80	39 (Pers, BSNLCO)	25 (inclu TS)
CAO	0	0	0	2	0	0	0	0	0	0	0	0	0	0	1	3	18		08 (Finance)
SDE	21	2	1	26	2	2	7	4	4	2	3	5	19	2	1	101	413		159
JTO	48	15	19	34	11	19	38	44	17	15	11	20	33	16	0	340			254
AO	7	2	1	27	1	1	3	7	1	1	1	2	4	1	2	61		AO/JAO	
JAO	15	0	2	27	2	2	8	10	2	2	3	1	10	2	0	86	97	AO/JAO	
PS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1			
PA	2	0	0	8	0	0	0	1	0	0	0	0	0	0	1	13	12	1 nos. in TS added	
SDE(OL)	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0	4	3	Restructure	
Sr. Hindi Translator	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	Restructure	
Architect	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1			
Sr. Chief Engineer	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1			
Chief Engineer	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	3			
Jt. Chief Engineer	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1			
Junior Engineer	19	8	14	1	8	13	22	22	7	10	8	9	18	9	0	168	102	Inclu. Sikkim 109	
Telecom Technician	46	7	13	1	12	18	24	55	29	9	5	20	49	5	0	293			
Assistant Telecom Technician	50	15	25	49	16	22	12	58	6	6	11	24	33	13	0	340	398	Inclu. Sikkim 210	
Non Executives (non technical)	32	6	6	71	3	14	18	21	2	3	5	7	24	8	25	245	225		
Total Non Executives (Gr-C) inclu. TT, ATT (Gr-D), Attendant (Gr-D), Chowkidar (Gr-D)																1046	725		
TOTAL REGULAR STAFF																1683	1389		
TSM	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2			
CASUAL LABOR	343	124	17	23	40	26	170	501	137	185	38	130	20	107	0	1861			
TOTAL STAFF	588	180	99	283	96	117	304	726	205	234	85	219	215	163	32	3546			

  
 (3/3/22)  
 ASST. GENERAL MGR. (HR/Admn.)  
 W. B. Telecom Circle, BSNL  
 Kolkata-700 001