

भारत संचार निगम लिमिटेड
BHARAT SANCHAR NIGAM LIMITED



मुख्य महाप्रबंधक का कार्यालय
O/o Chief General Manager

(भारत सरकार का अधिनियम A Government of India Enterprise)

ಕರ್ನಾಟಕ ದೂರವಿಳಾಸ ನಿಗಮ, ನಂ.1, ಸ್ವಾಮಿ ವಿವೇಕಾನಂದ ರಸ್ತೆ, ಹಲಸುರು, ಬೆಂಗಳೂರು - 560 008

ಕರ್ನಾಟಕ ದೂರವಿಳಾಸ ನಿಗಮ, ನಂ.1, ಸ್ವಾಮಿ ವಿವೇಕಾನಂದ ರಸ್ತೆ, ಹಲಸುರು, ಬೆಂಗಳೂರು - 560 008

Karnataka Telecom Circle, No.1, Swamy Vivekananda Road, Halasuru, Bangalore - 560 008

STAFF/3-1/KTK Restructuring /2019-20/VOL-II/18 dated @bg the 05-11-2019

To,

All BA Heads/SSA Head/ Verticals Heads of CO, Civil and Electrical.

Sub:- Various Measures for increasing Productivity after VRS - Data to be submitted-Reg.


Honorable MOC during recent times has mentioned that as BSNL is passing through a very difficult phase, employees need to be more competitive and has to exert more to give better telecom services and improve customer satisfaction. Our CMD also reiterated each one of us need to work hard and productivity should increase sizably and thus it calls for an introspection that how we can increase productivity and be at least EBITDA positive in next 2 years.

There has been an abnormal increase in MTTR, repeat fault, fault clearance in same day etc. This has resulted in surrender of landline, broadband and FTTH connection much more than the provisioning made, resulting net connections became negative. Apart from this provisioning is also low because of poor demand generation. To achieve this vision and mission of our Honorable MOC and CMD BSNL, the following is decided and data is urgently required :-

1. Implementation of biometric attendance in all administrative and field offices / units. It is requested to submit a list of offices where number of employees working are more than 5 (five) as per the ANNEXURE-I. Installation and activation of biometric machines and linking with ERP pay packages is proposed to be implemented.
2. Identify SDCA wise excess manpower for redistribution to different units and places. Report to be submitted as per ANNEXURE-II.
3. For effective productivity measurement and improvement- HR number of employees working in CSC, Outdoor section, TD/MDF, TR counters, pursuit, Project Vijay, Project Udaan etc. to be linked by **31.12.2019**.
4. Identification of best line staff , SOA, AOS & OS for utilizing on contractual basis on completion of VRS, if required.

A compliance and report as per ANNEXURE I & II shall be given positively by **16th Nov 2019**.

This issues with the approval of competent authority.


(RABIN RODDAR)
GM(HR/ADMIN),
KTK Circle, Bg-08.
05/11/2019

LIST OF ANNEXURES


ANNEXURE-I

Sl no	Name of SSA	Name of office/unit/ SDCA/Mobile unit	No. of Employees working	Rural / Urban

ANNEXURE-II

NAME OF SSA	NAME OF SDCA /UNIT(Like TXN; I/D, O/D,cables,NIB,MPLS , Mobiles -core and Mobiles non-Core, OFC, MKTG, EB)etc.	Justification of employees as per Norms*				Present Working strength				Excess				Remarks	
		Gr A	Gr B	Gr C	Gr D	Gr A	Gr B	Gr C	Gr D	Gr A	Gr B	Gr C	Gr D		

* BSNL CO vide Letter No. 4-1/2010-Restg dated 09.07.2012.


05/11/19