



Bharat Sanchar Nigam Ltd.

BSNL Corporate Office
O/o DDG (Restructuring)
Room No. 416, I.P Hotel, 19, Ashoka Road, New Delhi-1

No.3-1/2002-Restr.
Date: 03-04-2003

Sub: Integration of Human Resource (HR) function of all disciplines of BSNL under Director (HRD), BSNL Board - Phase-1.

Pursuant to the decision of BSNL Board, it has been decided to integrate the responsibility for Personnel matters and HR functions of all cadres/disciplines under Director (HRD), BSNL Board. Henceforth all the personnel handling HR functions in any discipline of BSNL would become part of overall HRD organization of BSNL headed by Director (HRD), BSNL Board. Director (HRD), BSNL Board shall be the final authority with respect to HRD related functions of all employees working in BSNL irrespective of their disciplines. However, in case of Accounts and Finance discipline HRD matters specially at HQ, Director (HRD) will take decisions in consultation with Director (Finance), BSNL Board as being already done with Director (Plg.&NS), Director(C&M) and Director(O).

The Organizational Structure under Director (HRD) Board at BSNL Corporate Headquarter will be as per attachment 'A'.

As a consequence of above, in the 1st Phase of HR integration, the following officers along with their subordinate units will report to Director (HRD), BSNL Board.

1. Sr.DDG (Pers.)
2. Sr.DDG (Fin-Pers)
3. DDG (Estt.)
4. DDG (SR)
5. DDG (IR&Training)
6. DDG (Restructuring)
7. DDG (Admn.)
8. CGMs ALTTC Ghaziabad, BRBRAITT, Jabalpur
9. GM (NATFM), Hyderabad.

Currently Jt.DDG (BW) working under Sr.DDG (BW), Jt.DDG (Elect.) working under Sr.DDG (Elect.) and Jt.DDG (Arch.) working under Sr.DDG (Arch.) are handling HR related works of their respective disciplines in addition to their respective technical jobs. These officers will henceforth report to DDG (Estt.) for all the Personnel matters and HR functions of their respective disciplines. ADG (TFS) is already reporting to Sr.DDG (Pers.) for the HR related activities of the Telecom Factories organisation. The first reporting of Jt.DDG (BW) will be to Sr.DDG (BW) and his second reporting will be to DDG (Estt.). The first reporting of Jt.DDG (Elect.) will be to Sr.DDG (Elect.) and his second reporting will be to DDG (Estt.). The first reporting of Jt.DDG (Arch.) will be to Sr.DDG (Arch.) and his second reporting will be to DDG (Estt.). The first reporting of ADG (TFS) will be to DDG (TF) and his second reporting will be to Sr.DDG (Pers.)




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For all Personnel matters and HR functions of all disciplines at circle level, the final authority will be circle CGM. This will be done as part of 1st Phase HRD integration exercise. The Telecom discipline HRD is already being administered under supervision of the circle CGM's. Henceforth the HRD related works (to the extent delegated to Circles) of all the disciplines in respect of Group A & B officers of Telecom, Finance, Civil, Electrical and Architectural Wing will be carried out with the approval of circle CGM. The consequent HRD Organisation Charts for Circles, Metro, Major and Minor SSAs will be as per Attachments B, C, D & E respectively. HRD related works shall include recruitment, probation, confirmation, promotion, transfer, deputation, leave, discipline and code of conduct etc.

For any HR case of any discipline requiring decision at the corporate level, the same shall be sent by the senior most officer of that discipline of that Circle after approval of his/her circle CGM to the respective DDG/Sr.DDG in the HRD group responsible for the subject at the Corporate Office. For example HR case pertaining to Circle Civil Wing will be sent by Circle Chief Engineer after approval of Circle CGM to the DDG (Estt.).

These orders will take immediate effect.


(S.B. Khare)
DDG (Restructuring)

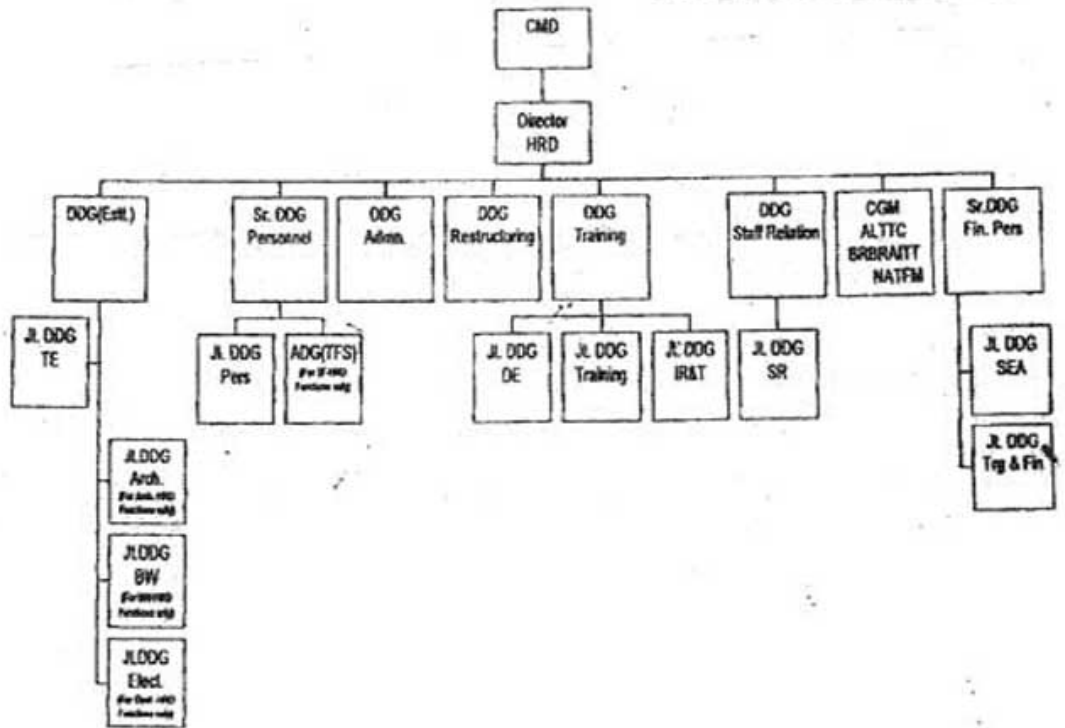
Copy to:

1. PS to MOC/MOS(C&IT)
2. Chairman, Telecom Commission/All Members/ Advisors
3. CMD, BSNL
4. Directors of Board, BSNL
5. All Sr.DDsG/DDsG, BSNL Corporate Office
6. All CGMs, Telecom Circles/Telephone Districts/Telecom Maintenance Regions/Telecom Project Circles/ Telecom Factories/ Telecom Stores/Task Force/Railway Electrification/Data Networks/NECS/T&D Circle/QA Circle/ALTTC/BRBAITTC/ Civil/Electrical/Architecture circles, BSNL.
7. All PCE/CE, BW/Elect. And Chief/Sr. Architects
8. DDG (SR)/(Estt.)/(PG), DOT
9. GM(NATFM), Hyderabad



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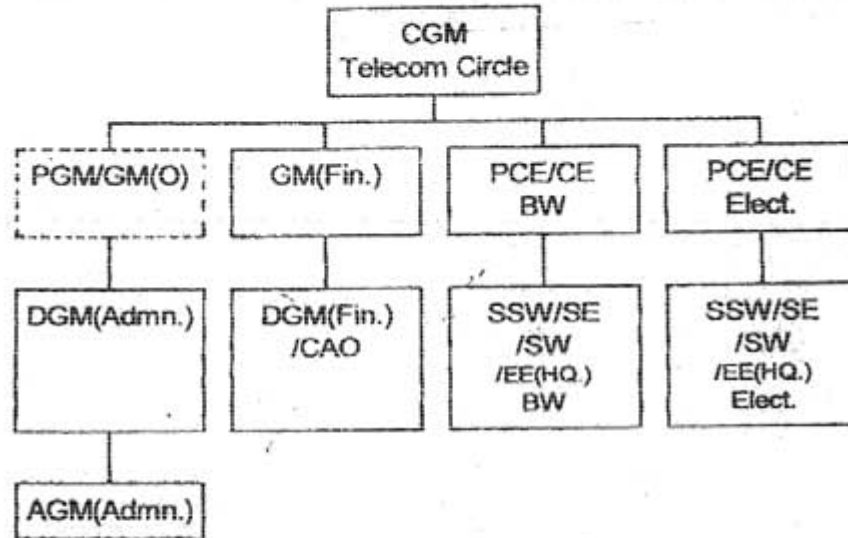
Attachment-A
HRD Organisation at BSNL, HQ.
No.3-1/2002-Recstrg. Dated 2-12-2002





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Attachment-B
Circle HR Organisation Chart
No.3-1/2002-Resrg. Dated 2-12-2002



Note:1. In some circles DGM(A) is directly reporting to CGM and in some other they are reporting through PGM/GM(O). The existing arrangement will continue on as is where basis.
2. Architecture Wing Group A & B HRD will be administered from Corporate Office.