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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

अरविन्द वडनेरकर

निदेशक (एचआर)

ARVIND VADNERKAR

Director (HR)

BSNL Board

No. BSNLCO-RSTG/21(11)/13/2020-RSTG-Part(1)

Dated: 09.11.2020

Sub: Regarding Austerity measure in engagement of labour through contractor and incurring expenditure on Contract works.

**Ref: 1. CO letter No. 2-2(Misc.-Circular)/2019-WS&I, Dated and 30.09.19, 19.5.2020
2. CO letter No. BSNLCO-RSTG/21(11)/17/2020-RSTG Dated 01.09.2020**

Kindly refer to this office letters referred above vide which instructions were issued on austerity measures in respect of reducing contract workers including expenditures thereof, due to prevailing financial condition of the company.

In this regard compliance report in the prescribed Performa has been received from all circles except BH, J&K, Orissa, UP(E), UP(W) and BBNW till date.

A review meeting of HR vertical was held with CMD on 16.10.2020 for issues on reduction of Contract labour and other cost cutting measures. During the review, it was observed by CMD that no. of contract labours are still on higher side and directed to reduce the no. of contract labours, within 3 months of time period as under:

- i. If Contract labours are more than 2000 in a Circle then they should reduce by 60%.
- ii. If Contract labours are between 1000 and 2000 in a Circle then they should reduce by 50%
- iii. If Contract labours are between 500 and 1000 in a Circle then they should reduce by 40%.

The No. of Contract labours as on 01.10.2020 as per report received from all circles is enclosed as Annexure-I for reference of the circle.

Accordingly, each circle should immediately review contract labour position in each and every BA and prepare an action plan for reducing contract labours and shall submit the compliance report/ action plan within 15 days of the issue of this letter.

9.11.2020

(Arvind Vadnerkar)

Director (HR)

To
All Head of Circles
(Territorial/ Non territorial Circles)

Sr. No.	Circle	Total contract worker as on 30.09.19			No. of contract labour reduced from 01.10.19 to 30.09.20			Contract labour as on 01.10.20			Remarks
		House Keeping+ R&M+ Others	Security	Total contract labour	House Keeping+ R&M+ Others	Security	Total contract labour	House Keeping+ R&M+ Others	Security	Total contract labour	
1	AN	155	0	155	0	0	0	155	0	155	
2	AS	133	251	384	89	222	311	44	29	73	
3	AP	12	14	26	10	8	18	2	6	8	
4	BR	12	40	52	0	0	0	12	40	52	
5	CG	886	41	927	440	22	462	446	19	465	
6	GJ	179	155	334	114	33	147	65	122	187	
7	HR	2044	280	2324	84	110	194	1960	170	2130	
8	HP	125	62	187	4	13	17	121	49	170	
9	JK	709	260	969	35	252	217	744	8	752	
10	JHK	601	106	707	133	83	216	468	23	491	
11	KR	5893	1532	7425	2978	507	3485	2915	1025	3940	
12	KTK	3334	338	3672	2025	130	1895	1309	468	1777	
13	MP	911	107	1018	856	55	911	55	52	107	
14	MH	1407	158	1565	20	2	18	1387	160	1547	
15	NE-I	228	138	366	59	36	95	169	102	271	
16	NE-II	296	46	342	2	46	48	294	0	294	
17	OR	2521	34	2555	0	0	0	2521	34	2555	
18	PB	1489	59	1548	417	24	441	1072	35	1107	
19	RJ	760	81	841	421	45	466	339	36	375	
20	TN	5329	932	6261	3130	853	3983	2199	79	2278	
21	TEL	10	0	10	1	0	1	9	0	9	
22	UPE	154	1963	2117	0	68	68	154	1895	2049	
23	UPW	144	24	168	0	0	0	144	24	168	
24	UK	664	83	747	88	37	125	576	46	622	
25	WB	2206	1313	3519	707	1187	1894	1499	126	1625	
26	CHTD	894	660	1554	578	472	1050	316	188	504	
27	KoITD	4464	813	5277	503	60	563	3961	753	4714	

Sr. No.	Circle	Total contract worker as on 30.09.19				No. of contract labour reduced from 01.10.19 to 30.09.20				Contract labour as on 01.10.20			Remarks
		House Keeping+ R&M+ Others	Security	Total contract labour		House Keeping+ R&M+ Others	Security	Total contract labour		House Keeping+ R&M+ Others	Security	Total contract labour	
28	ETP	0	0	0		0	0	0		0	0	0	
29	ETR	301	6	307		40	0	40		261	6	267	
30	STP	174	28	202		20	3	23		154	25	179	
31	STR	1169	0	1169		266	0	266		903	0	903	
32	NTP	0	9	9		0	9	9		0	0	0	
33	NTR	483	3	486		67	3	70		416	0	416	
34	WTP	28	21	49		0	0	0		28	21	49	
35	WTR	18	55	73		7	20	27		11	35	46	
36	QA & Insp	21	0	21		10	0	10		11	0	11	
37	ITPC	28	13	41		4	1	5		24	12	36	
	Total	37782	9625	47407		13038	4037	17075		24744	5588	30332	

Note: - BR, OR, UPW Circles data have not received whereas partially data received from UP(E) Circle