



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

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No.AIBSNLOA/CHQ/2009/52

Dated: 5th October 2009

To

Shri Kuldeep Goyal,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi 110 001.

Sub: **Non-utilisation of available man-power - Case of Drivers**

Sir,

We would like to draw your kind attention to a particular area where BSNL is incurring huge expenditure in the form of salary, allowances etc, but is unable to utilise the available man-power. Due to various reasons, BSNL has gone for mass-scale hiring of vehicles instead of having its own fleet of vehicles for operation and maintenance activities. The field Managers also prefer to go for hired vehicles. In the process, many left out vehicles owned by the BSNL are remaining idle in some SSAs for want of drivers. Again in some SSAs the Drivers are available, but Vehicles are not available. Thus, these drivers are forced to sit idle. As a result, this situation is resulting in recurring un-productive expenditure. In order to utilise the available vehicle and also to gainfully utilize the services of the Drivers, we would like to suggest as under:-

(1). The CGMs should find out SSA wise availability of the BSNL owned vehicles which are idle for want of Drivers and also the availability of the Drivers in the SSAs who are not being utilised at present.

(2) It could be worked out whether the Drivers from one SSA could be deputed to other SSAs for driving the BSNL owned vehicles. Otherwise, transfer of vehicles from one SSA to other having Drivers could be worked out.

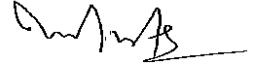
(3) Finally, the Training Cell of BSNL Corporate Office should evolve a training programme as per qualification, suitability of the surplus/un-utilised Drivers for training and retraining them for their redeployment

in customer care cell, after-sales service and recovery of bills from customers etc.

2. We would request you to kindly examine our above suggestions which if accepted and implemented will certainly help BSNL to save huge expenditure and gainfully utilise its available man-power.

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Gopal Das,
Director (HRD),
BSNL Board,
New Delhi 110 001.
2. Shri D P De,
GM (ESTT), BSNL.
3. Shri Neeraj Verma,
GM (Training), BSNL