

## Manpower issues

- Restructuring not be driven by objective of cost reduction, but to
  - reduce obsolescence in HR
  - Infuse technologically and managerially capable young blood for efficiency, and relevant skill set.
  - To hire selectively in key Technology areas, for right skill set for its core operations
  - To outsource jobs requiring lower skill set & repetitive in nature
- Employees 45 years and above (~ 35000) may be offered VRS,
- ~40 % of employees opt for VRS in 43-58 years age, BSNL to have 45000 (optimum)

Age Profile	Executive	40%(Anticipated)	Non-Executive	40%(Anticipated)
43-44	3260	1304	1532	613
45-49	6222	2489	5684	2274
50-54	4607	1843	8448	3379
55-58	1180	295	7462	1866
<b>Total</b>		5931		8131
<b>Total Anticipated</b>		<b>14062</b>		

## Organizational restructuring – VRS & talent retention

- **Ex-gratia** Amount (as per Gujarat model and earlier VRS): **Rs 4016 crore**
- Payment of Gratuity and commutation of Pension - deferred till the age of 60 years or after 5 years - earlier in line with the earlier cabinet decision.
- ITS officers returning from deputation- posted in BSNL for minimum 3 years
- Officers in DOT with >5 years of service left and working in DOT for >8 years to be transferred to BSNL
- Absorption of willing ITS officers on immediate absorption basis be opened
- Posting of ITS officers: to be finalized by committee-M(S),DG(T),CMD,DIR(HR).
- Good performer with more than 5 years of service in BSNL to be considered for a choice posting in DOT ,specially one year before retirement