



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No. GS/AIGETOA/90

Dated 01.12.2014

To

Sh. A.N. Rai

The Chairman & Managing Director, BSNL
Bharat Sanchar Bhavan
Janpath, New Delhi

Subject: Regarding non-issuance of attendance certificate to representatives of the associations called for official meetings, none issuance of record/minutes of official meetings, non-issuance of clarifications called from fields units by the authorities at BSNL CO which is nothing but making mockery of the corporate culture.

Respected Sir,

With huge discomfort and embarrassment, I am constrained to bring to the notice of your kind self, an issue which is very meagre and petty but assumes significance as it shows the manner in which the authorities present at BSNL CO are making mockery of Corporate Culture and well set rules/guidelines. Even after continuous persuasion at all levels, the officers of HR wing who for a very long time, have been on the same seat and have perhaps assumed their authority to be their personal belonging and have been running the units as per their whims and fancies.

During last 3 months following official meetings with association representatives are held at BSNL Corporate office New Delhi:

SN	DATE	SUBJECT	Reference letter	Convened by
1	12/09/2014	HR integration of BSNL and MTNL-meeting of sub-group to study the issues of inter-se-seniority of the officers of both the CPSE	BSNL/20-4/SR/2014 dated 10.09.2014	Pers CELL of BSNL CO
2	11/11/2014	Proposal for switching over to On-line examinations in BSNL	22-6/2014-Rectt dated 31/10/2014	Recruitment Cell of BSNL CO
3	17/11/2014	Meeting of Committee on introduction of CPSU cadre hierarchy vis-à-vis present setup in BSNL	4-5/2011-Restrng Vol.II dated 13.11.2014	Restructuring Cell of BSNL CO
4	17/11/2014	Meeting of the committee on the issue related to introduction of E2 & E3 IDA pay scales for JTOs and SDEs and equivalent cadres.	1-01/2012-PAT (BSNL) dated 13.11.2014	Establishment Cell of BSNL CO

With reference to the above official meeting following issues are submitted for your kind instruction.

1. Issue related to not issuing the attendance certificate to the union/association representatives participating in official meetings:

As per the letter issued by the SR cell of BSNL CO vide letter No. BSNL/31-4/SR/2009 dated 6th May, 2009 representatives of unions/associations are treated on official duty only on production of necessary documents including attendance certificate issued by corporate office.

It is regret to mention that authorities except Recruitment Cell of BSNL CO (only recruitment cell has issued the attendance certificate promptly) are reluctant to issue attendance certificates to the representatives participating in the official meetings despite continuous telephonic and personal requests with the concern sections. This small example shows the style and functioning of the HR authorities and the arrogance with which they are making mockery of corporate culture and the level to which they can go to harass the employees and their representatives. Due to non-issuance of attendance certificates, the undersigned has been unable to claim his visits to attend the above meetings as on official duty.

2. Issue related to not issuing record/minutes of the meetings:

It is a well set practice in the corporate culture to issue record/minutes of the official meetings to have a reference in the future meetings and suitable follow ups. Without Minutes of Meetings, no discussion on the vital issues of employees can be put on record and their representatives cannot pursue these issues. Despite the continuous follow-up at all level, no record/minutes of the official meeting mentioned above have been issued. This seems to be a major reason for the long term pendency's of all the vital issues. I sincerely hope that this does not turn out be a well-designed conspiracy to keep BSNL executives at bay and keep them involved in their day to day issues and so that their inefficiency in meeting the targets remains unnoticed. This is not only becoming the reason to deprive the employees from their legitimate dues but also creating huge unrest in the field. One particular officer has called the first meeting of one such committee in November 2014, almost two and half year after the mandate was given to him for resolving the issue.

3. Issue related to issuing clarification asked by field units:

It is needless to mention that authorities sitting in the corporate office are not involved directly to business of the company but they are responsible for

making rules, guidelines and policy for the company and issuing necessary clarifications which helps field units to take appropriate decision. Authorities sitting in the corporate office are very much passive beyond expectation while issuing the necessary clarification asked by field units. One such clarification was asked by Sr. GM (Admin/HR) MP Telecom Circle to SR Cell of BSNL CO on the issue of invoking "No work No Pay" principle on dated 14/03/2014 but clarification is yet to reach the destination despite the passage of almost nine months. One side Circle administration of MP Telecom have randomly lowered the basic pay of employees without passing any order, without conducting departmental proceedings and without giving the chance of hearing to the concern executives and on the other side passiveness of SR Cell of BSNL CO has given them MP circle admin the way in the pretext of pending clarification and almost four hundred executives of MP Telecom Circles are deprived on getting decision on their representations/appeals on random salary cut. This association has already wrote a letter in this regard to your good self vide letter No GS/AIGETOA/82 on dated 03/11/2014 but despite taking the issue to apex level, the clarification is still awaited.

Such ignorance of the authorities of BSNL CO even after coming in to the notice of the apex authority of this company i.e. CMD BSNL has given us every reason to believe that they are simply making the mockery of the corporate culture without fear and the same is becoming the reason for continued nuisance and repeated unrest in BSNL.

I am still hopeful that your good self will take the cognizance of the facts mentioned in this letter and initiate necessary action to protect the corporate culture in BSNL. I hope that this association will not be forced for agitation call even on such petty issues.

Sincerely Yours

(R P Shahu)
General Secretary

Copy to:

1. Sh Anupam Shrivastava, Director (CM) BSNL
2. Sh N K Gupta, Director (CFA) BSNL
3. Sh S S Agrawal, GM (Pers), BSNL CO
4. Sh R K Goyal, GM (Establishment), BSNL CO
5. Sh Dev Kumar Chakravorthy, GM (recruitment), BSNL CO
6. Sh. Shameem Akhtar, Sr. GM (SR), BSNL CO