



BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India enterprise)

O/o Chief General Manager Telecom, M.P. Telecom Circle, Bhopal-15.

No. SR-19-A/Union/AIGETOA/2014-15/16

Dated: 18/02/2015

To,

All SSA Heads/Unit Heads
M.P. Circle.

Sub: Representation against salary deduction during agitation/Strike period-
Regarding.

This has the reference to the various representations of officers on the matter under subject

The AIGETOA members had gone on agitation on All India basis in July/Aug. 2013. Corporate Office issued instructions vide letter no. BSNL/31-4/SR/2013 dated 26th July 2013 to deal with strike/dharna/demonstration by cancellation of all types of leave, implementing principle of "No work No pay" etc. These instructions were endorsed to the field units of the circle. Accordingly, SSAs had taken actions in respect of participating members for the said agitation period.

Aggrieved members represented against the manner in which salary was deducted and raised the issue of non availability of guidelines regarding methodology of implementing "No Work No Pay" principle. Due to these representations, M.P. Circle Office has requested BSNL C.O. to issue detailed guidelines vide letter dated 14.3.2013 & subsequent reminder on 16th June 2014. In response to this, BSNL C.O. has endorsed the existing instructions/guidelines on the issue of unauthorized absence vide letter dated 20.1.2015 & 11.2.2015. These letters from BSNL CO have been endorsed to all SSAs (available on M.P. Intranet).

Therefore, in the light of guidelines received vide BSNL C.O. letters dated 20.01.2015 and 11.02.2015 referred above, BSNL CO earlier letter

No: BSNL/7-9/SR/2013 dated 13.08.2013 (also available on M.P. Intranet) and the fact that many of the circles have taken a decision to refund the salary deducted during the above agitation period, the undersigned has been directed to request you to initiate necessary action as under immediately:

1. Salary of those executives who had applied for leave during the above stated agitation period but was not sanctioned or was cancelled may be refunded to them.
2. Their absence from duty during the above period may be regularized by sanctioning leave due.
3. In future, the unauthorized absence of employees may be dealt with according to the instructions contained in BSNL CO letters dated 20.01.2015 and 11.02.2015.
4. Individual representations received in this office on this issue are being returned herewith. These may be disposed off accordingly.

This is issued with the approval of the competent authority.


Asstt. General Manager (O&M)
O/o CGMT, BSNL, C.O.Bhopal.

Encl: As above.