



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(A Recognised Association of BSNL Executives)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2023-24 / 105

Dated 04.10.2023

To,
Shri P K Purwar Ji,
Chairman & Managing Director,
BSNL, New Delhi

Subject: Rotation of Officers holding sensitive posts in BSNL - Regarding.

Ref: 1. No BSNL CO-PERB/13/5/2020-PERS1 dated 25-09-2023.
2. No BSNL CO-PERB/13/5/2020-PERS1 dated 04-10-2023.

Respected Sir,

On behalf of AIGETOA, we express our thanks for the positive intention from BSNL top management for rotation of Officers holding sensitive posts in BSNL in line with the standing instructions prevailing on the subject. **As per CVC guidelines the officers/officials posted in sensitive posts need to be rotated in 2 to 3 years to avoid developing vested interests.** Being a government public sector undertaking the same will be instrumental in helping the organizational goals and objectives too in a fair and transparent manner.

As our company continues to grow and evolve, it is crucial to foster a dynamic and inclusive work environment that promotes fairness and transparency among our employees. BSNL has issued various guidelines with regard to rotation of sensitive posts from time to time. Corporate office has sought data in this month also with regard to the same vide Letter No BSNL CO-PERB/13/5/2020-PERS1 dated 25-09-2023 including the number of posts due for rotation and not rotated. But unfortunately, many lacunae in the rotation of sensitive posts have been observed. **It is seen that few officers have been continuously holding such sensitive posts in one way or another by virtue of rotation of chairs within the same section and in the process continue to hold the posts of sensitive nature for period beyond the stipulated time.** Hence, we hereby put forth the following matters for kind information and remedial consideration. **Such instances and continued presence of officers in sensitive sections are observed in BSNL corporate office also contrary to the fact that BSNL CO must have projected itself as role model for the policy.**

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In many places at Corporate/Circle/BA headquarters, the rotations are happening for namesake and its being done between sensitive posts within the same administrative units like HR/Admin/Pers/Estt/Legal etc. This automatically defeats the very purpose of such guidelines when it is observed that officers are present in such sections for a much longer period by virtue of rotation from one chair to another and all this while holding the crucial sensitive posts dealing with sensitive administrative matters for a much longer period.

Hence, we suggest that officers on sensitive posts for AGM & above level officers must be rotated entirely into different verticals to prevent complacency and to ensure a fresh perspective in decision-making processes and also to ensure that the guidelines of rotation of officials on sensitive posts is adhered to in letter and spirit. The same may be followed in BSNL corporate office sensitive sections also and the non-ambiguous directions must be communicated to BSNLCO/ Circle / BA level for strict adherence without any manipulation so that the underlying principle, essence and the sanctity of policy for rotating the officers within sensitive posts may remain intact.

Sir, in view of the above, we request that the entire sensitive posts presently held in Corporate office/ Circle / BA HQs may kindly be scrutinized based on the critical nature or potential impact on the company and executives by those holding the posts. It's a fact that the posts like HR / Admin / Transfers / Pers / Legal etc should be handled by those executives with a complete non partisan, impartial approach. **Directions may be issued for rotation of the officers based on sensitive sections/units and not on the basis of Posts and rotation within the same section / administrative unit be avoided. Regular rotation of employees in sensitive positions may also be cross checked, so that all the executives are getting an equal treatment.**

We firmly believe that our suggestions/observations shall be taken in right spirit and a firm direction shall be issued in this regard to keep the underlying principle and sanctity of policy intact.

BSNL Management's continued monitoring in this important aspect will play a crucial role in achieving the actual merit of the rotation of sensitive posts. We look forward to continuing the strengthening employee welfare and BSNL aspirations together.

With Warm Regards,



Ravi Shil Verma
General Secretary

Copy to :

1. Shri Sandeep Govil Ji, Director (HR), BSNL Board, New Delhi for kind information pl.
2. Shri S N Gupta Ji, PGM Pers, BSNL New Delhi for kind information & n/a pl.