



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

President

G Veerabhadra Rao
9440648648

General Secretary

Ravi Shil Verma
8373967633

Finance Secretary

Badri Kumar Mehta
9868183579

All communication at E-mail - "chqaigetoa@gmail.com" only

GS / AIGETOA / 2023-24 / 135

Dated 24.01.2024

To,
Shri P K Purwar Ji,
Chairman & Managing Director
Bharat Sanchar Nigam Limited
New Delhi - 110001.

Subject:

- 1. Alleged abusive Behavior by one of the BA Heads and targeting the executives with use of unparliamentarily, threatening and intimidating verbatim, regarding.**
- 2. Forcing Executives to perform official works without provisioning of sufficient resources by BSNL, Regarding.**

Respected Sir,

In reference to subject mentioned under 1 above, one communication has been received from AIGETOA UP west highlighting the issue of continuously deteriorating working environment at Ghaziabad BA of UP West Circle. (Copy enclosed)

The recent incidence which is faced by the executives of Aligarh O.A. allegedly involves the concerned BA head of Ghaziabad. **It spells out the vitiated working atmosphere of Ghaziabad BA and in fact, going by the verbatim used, the same possesses a serious threat to the executives working over there.** The BSNL executives across the country in fact are aghast and surprised on the incidence. We restrained our members as well as leaders by containing themselves in a matured and responsible manner and did not let the issue flare beyond control in overall interest of BSNL with a hope that suitable action shall be initiated in this regard.

Despite the fact that the recent incidence warranted immediate attention and remedial action from management, we are at pain to see that even after passage of two weeks, no appreciable action has been taken in this regard. The incidence qualifies for immediate action and hence an immediate enquiry into the whole incidence is the necessitude. If such type of things is allowed to be continued in BSNL, similar incidences at other places cannot be ruled out which ultimately will result into complete anarchy and an environment of fear and distress.

The aforesaid incidence raises another very important point. It is noticed that executive is being asked to go to the site and make a video call at night even if no work is there. **Such type of uncalled for directions has become quite prevalent off late in BSNL.** We don't oppose seeking performance and work from the executives, **but the directions must be with rationale, need based and with provisioning of sufficient resources to execute the**

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Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

directions.

Recent directions of BSNL Corporate to enforce app-based attendance, directions from senior officers to make video call from sites, directions to use plethora of software packages, directions to use Whatsapp for day-to-day work necessitates provisioning of a Smartphone to the working executive cadre. **The executive cadre working in the field units is being reimbursed meager Rs 1500 to Rs 3500 for mobile handset which in fact is not sufficient to purchase even a good feature phone.** Similarly, **the executives in field units are being asked to go to sites without provisioning of vehicles, with a meager amount as TA/DA and for availing accommodation which has not been revised since the year 2002.** The executives are expected to perform with the fullest efficiency without resources and if delay happens, they are being made subject to charge sheets, intimidations, memos and strictures. **In the name of performance and improving the work culture, the work environment today has become suffocating, demotivating and depressing.** We don't advocate non-performance but we consider it paramount on the part of BSNL to provide the minimum sufficient resources for its executives to perform.

Considering the seriousness of the matter, association is duty bound to protect the dignity of the executives. Accordingly, we hereby serve the notice for a lunch hour demonstration across India to seek the attention of the management towards the abuse to executives and injustice to the executives in the name of performance without provisioning of sufficient resources for working.

Demands:

1. Immediate action as per the applicable Conduct Rules and Law of Land concerning the Ghaziabad BA incidence.
2. Provisioning of sufficient resources to enable executives to execute their day to day official duties. Till that time, executives should not be compelled to use Smartphone and other resources for day to day works of BSNL by spending money from their own pockets. Such use must be made voluntary.
3. Revising the TA/DA/Accommodation rates to "at Par market rates" so as to avoid financial loss to executives while performing the field and outstation duties. In this regard a committee may immediately be constituted with members from management and association side to arrive at mutually agreeable solution.

Program:

Lunch Hour Demonstration at BSNL CO, Circle Headquarters and BA Headquarters by executives on 6th February 2024.

It is requested to take the cognizance of the genuine issues raised above which are not only in the interest of employees but also are in the interest of our beloved company BSNL. We still firmly believe that management will seize the opportunity and will take necessary action to avoid the employee-employer conflict undoubtedly in the larger interest of BSNL.

With warm regards,

Sd/-

**(Ravi Shil Verma)
General Secretary**

Copy to:

1. Dr Neeraj Mittal, Secretary, Department of Telecom for kind information please.
2. Shri Ravindra Himte Ji, General Secretary, Bhartiya Mazdoor Sangh for kind information please.
3. Shri Ram Nath Ganeshe ji, All India Secretary and Prabhari Telecom for kind information and necessary intervention please.
4. Dr. N Kalyan Sagar Ji, Director (HR) for kind information and necessary action please.
5. Smt Anita Johri, PGM (SR) for kind information and necessary action please.
6. Shri R C Pandey Ji, GS BTEU BSNL and Convener, Bhartiya Doorsanchar Manch for information and necessary action please.