



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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No: SNEA/CHQ/DIR(HR) /2018-21/66

Dated 14.01.2021.

To

**Shri. Arvind Vadnerkar,
Director(HR), BSNL Board,
New Delhi.**

Sub: Posting of Office bearers of Executives' Association as BA/Unit Head:

Ref: No: BSNL CO-SR/14/2/2020-SR dated 08.01.2021.


Respected Sir,

In BSNL, the Senior Officers at the level of GM/PGM/CGM were respected by each and everyone, irrespective of Association/Union affiliation because of the firm belief that they will be impartial and honest in discharging their responsibilities with due diligence. It is under these belief that they are been empowered with quasi judicial disciplinary powers including even removal of an employee from service. But by the order dated 08.01.2021, BSNL management itself had put shadow on their impartiality and integrity by stating that Office bearers of an Association holding BA and Circle Head posts will not be proper as they may be biased towards the members of other Associations. Surprisingly, now this doubt had risen by management itself about such Officers who are holding Joint Secretary level and above posts. For the first time we are witnessing such orders in our decades old experience in Association activities, degrading the Offices of GMs and CGMs.

If the BSNL order is followed in true spirit without discrimination among the Associations, large number of CGMs and BA Heads are to be shifted as they are Office bearers of one or the other Association. In the past, no one doubted their integrity. It does not mean that 100% such Officers at GM/CGM level are ideal. As and when any complaint received, management took corrective steps. Officers from DE/CAO/EE are (Group A level) members of different Associations and as management fears, they can show one-upmanship or can have the perception of one-upmanship with other Associations. So, all such Association Office bearers holding the post of BA and even Circle Heads are to be shifted as per the order. Is Management is prepared for that? Further the posting to these posts are mainly on promotion by virtue of their seniority and there is no rule either in BSNL CDA rule or BSNLMS RR making them unfit for the promotion on account of holding the Office bearer post of approved Associations. These administrative instructions are in violation of statutory recruitment rules which will not stand the scrutiny of law especially when the number of such post is very few, say one or two.

In view of the above, the above decision may be reviewed for maintaining the dignity of the Office of GMs and CGMs who holds BA and Circle Head post. Otherwise, all such postings of Association Office bearers to the post of BA and Circle Heads are to be reviewed irrespective of which Association they belongs.

With kind regards,


(Sebastin. K) 14/01/2021

Copy to: 1. Shri. P K Purwar, CMD, BSNL for information and necessary action pl.
2. Shri. H C Pant, CGM(Legal), BSNLCO for information and necessary action pl.
3-5. Sr GM(SR)/PGM (Pers)/GM(Restg) for information and necessary action please.