



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. Sandeep Govil ji,
Director HR, BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
H.C. Mathur Lane, Janpath, New Delhi

Letter No. SNEA CHQ/Corr/Dir HR /2022-23 Dated 13th November 2023.

Sub: Request for granting Special Casual Leave for Persons with Benchmark Disabilities working in BSNL and flexibility in IN and OUT time of online attendance.

Ref: 1. DoPT OM No. 36035/3/2013-Estt (Res) Dated 31/03/2014.

2. BSNL U.O. No. 28-1/2023/SCT (SG) Pt/490 Dated 09/09/2015.

Respected Sir,

With reference to above subject and matter we request your kind intervention towards issues concerning to the welfare and rights of the BSNL Executives & Non Executives with benchmark disabilities working in BSNL.

In this regard, it is to bring put forward that as per DoPT guidelines, the Employees recruited under PwBD Category are eligible for Four days special CL in addition to normal Casual Leave available to them. Copy Attached.

It is important that vide letter under reference 2, BSNL has given endorsed these DoPT guidelines and expressed its commitment for the well-being and equal treatment to the esteemed Executives and Non-Executives with benchmark disabilities. Copy Attached.

Though implementation of this order has a significant importance and prominent step towards ensuring the rights of Persons with Benchmark Disabilities (PwBD) in BSNL, unfortunately since last Nine Years, the order for granting Four Special CL is not implemented in BSNL. With strict implementation of Online attendance and stringent action to deduct salary even for few Minutes, now about all the executives and non-executives recruited under PwBD Category are facing hardship and hence there is need to look into their difficulties as special case well within the DoPT guidelines.

Non-granting of Special C/L to PwBD employees not only hampers their access to necessary facilities but also contradicts the principles of fairness and inclusivity which is expressed and committed by BSNL being state owned PSU.

It is to mention here that out of total about 60000 workforce of BSNL, there are only 700 Employees recruited in BSNL and granting this facility to all these employees will not have adverse impact on working of BSNL, but BSNL will motivate them for extra devotion towards duties and more output to meet challenges before BSNL.

In view of above and to reduce the hardship faced by the BSNL employees under PwBD category, it is humbly requested to:

1. Grant Four days special CL to all BSNL employees recruited under PwBD category as per DoPT guidelines already endorsed by BSNL.
2. Make provision in ERP/ESS Leave Module for these four special CL for all PwBD employees.
3. Allow 30 minutes more flexibility in IN and OUT time in online attendance with the existing duty hours.

We strongly believe that by implementing these measures, BSNL can create a more inclusive and supportive work environment for PwBD employees aligning with our organization more efficiently and effectively.

We are hopeful for consideration of this genuine and considerate request at the earliest please.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Encl: AA

Copy to:

1. CMD BSNL for kind information please.
2. PGM SR BSNL CO for kind information and n/a please
3. PGM Pers BSNL CO for kind information please.
4. CLO BSNL CO for kind information and n/a please