



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. P. K. Purwar ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

No. SNEA CHQ/Corr/CMD BSNL/2022-23

Dated 1st January 2024.

Sub: Request to revise the Laptop Policy approved for Officers in BSNL for its wide acceptability and to extend revised laptop policy to all Officers in BSNL.

Ref: 1. No. BSNLCO-CIT/11(12)/1/2020-CIT-BSNL-CO-Part (3) Dated 07/10/2022.
2. No. BSNLCO-CIT/11(12)/1/2020-CIT-BSNL-CO-Part (3) Dated 12/06/2023.

Respected Sir,

Season's Greetings. We wish a very Happy, Healthy, Wealthy and Prosperous New Year 2024.

We appreciate your New Year Public Message for Technological upgradation of executives as mission by BSNL Management during Year 2024. We also appreciate your mission for upgradation and improvement of technical skills of the executives for effective working of Executives.

In view of above mission of BSNL managements headed by your good self, we submit the public demand for review of Laptop policy for DGM and below level officers and its extension to all Executives in field so the mission by BSNL management for Technological upgradation of all executives is achieved.

First of all, SNEA conveys sincere thanks and gratitude to your honour for keeping your word/assurance given in SNEA CWC Meeting at Hyderabad in May 2023 and for starting allotment of Laptops to the Officers at BSNL Corporate Office and assurance for extending this policy to other Officers in BSNL.

We are very happy to see that BSNL Management has understood the need for laptops in the hands of every Officer in BSNL and steps are being taken in this direction.

Earlier there was demand for extension of this laptop policy for Officers in Field units, but this demand along with demand of enhancement of Mobile handset amount has come up as highest demand after the announcement for compulsory attendance through Mobile App.

We are thankful to Director CFA BSNL Board, who has assured us in the Circle Conference of SNEA Telangana at Hyderabad in Nov 2023 for extension of laptop policy to field units if more Officers at BSNL Corporate office accept this policy and opt for laptop instead of Desktop.

Sir, it is a fact that the laptop policy devised by IT Section BSNL CO is not widely accepted by the Officers in BSNL Corporate Office and only 37 Officers have opted for this laptop policy.

In view of above, we have ascertained facts by collecting feedback from officers working at BSNL Corporate Office and tried to find out why the Officers at DGM and below level are not opting for the laptop policy. We have noticed that the stringent conditions applied in this policy devised for DGM & below level Officers as compared with GM & above Officers in BSNL Corporate office makes the DGM & below level Officers not to opt for Laptop under the present policy. We have consolidated the difference in both the policies and the details are summarized as follows.

1. All the Organizations, which expect more output from its workforce are allotting new Laptop to the employees even on date of joining regardless of his position and its software/maintenance cost also is being borne by the organization.
2. Similar policy needs to be adopted in BSNL by allotting laptops to each and every executive in BSNL or if not allotting at least pay the minimum amount required for purchase of usable laptop and should not compel executives to pay from pocket.
3. As per the market rate, for purchase of a good and usable quality laptop minimum cost Rs. 70000 and BSNL has fixed total reimbursement cost as only Rs 40000 for DGMs/AGMs and Rs 35000 for DMs/AMs. Hence for purchase of laptop one has to pay from a pocket @ minimum 50% of the cost.
4. Apart from this, the cost of Software, cost of maintenance, cost of accessories etc also need to be borne by individuals and hence BSNL has to come up with a higher amount of reimbursement for laptops.
5. When Below DGM level only Rs 35000 are reimbursed as laptop cost, for GM and above level officers, reimbursement cost is Rs 70000. This difference of double the amount for the same laptop is beyond understanding.
6. When a laptop is procured for office work, then why should Officers should pay from pocket needs to be ascertained and BSNL has to bear the entire cost of the laptop.
7. About all GM and above level officers are at the stage of getting a monthly salary of Rs. Three lakhs and for DGM and below level officers, the monthly salary is average Rs 60 to 70 thousand.
8. It is but natural that for an officer drawing less salary, the reimbursement cost should be higher than the officer getting higher salaries and benefits.
9. It is also seen that laptops are no longer a status symbol and as per this policy BSNL will be saving crores of rupees on purchase of Desktop. Then BSNL has to come forward with equal reimbursement cost and at least Rs 70000 may be reimbursed to each officer regardless of his post.
10. BSNL Has devised two laptop reimbursement amount policies wherein the disparity is clearly visible.
 - i. Letter no. BSNLCO-CIT/11(12)/1/2020-CIT-BSNL-CO-Part (3) Dated 07/10/2022 for purchase of laptops/notebooks for the CGM/PGM/Sr. GM/GM level officers all over India.

- ii. Letter no. BSNLCO-CIT/11(12)/1/2020-CIT-BSNL-CO-Part (3)
Dated 12/06/2023 for the purchase of laptops for the Addl. GM/Jt.
GM/DGM/AGM/DM level officers working in BSNL CO, New Delhi.

11. Though these policies are issued in the span of just eight months there are many and clearly visible differences in both these policies. Details attached as **Annexure-A**.
12. This difference of double in the Laptop Reimbursement cost between the GM & above and DGM & below is major reason why the policy for GM & above is widely accepted and about 30 GMs/PGMs out of 40 working have opted for laptop policy and same is not widely accepted by below DGM level officers and out of 650 Officers only 36 have opted for Laptop policy.
13. It shows that the existing laptop policy for below DGM level is not at all accepted even up to minimum of the expectation of the Management while devising and declaration of Laptop policy.
14. With successful and 100 % Implementation of Laptop policy BSNL will save about Rs 9 Crores per year.
15. Due to fund crises, there has been no new purchase of Desktops/Laptop since the last five years i.e. after VRS 2019. As such about all the Desktop and Laptops available in field units are life expired and BSNL has to procure either Desktops or Laptops. Some of the Desktop used in field units are procured before 8-10 years and beyond use, but used as no alternative is available. In this case, if laptop policy is suitably modified for its wide acceptance, it will definitely increase office efficiency as well as save crores of rupees of BSNL.
16. It is a fact that BSNL is using many apps and it is difficult to use Apps on Desktop and the same is possible in latest and updated version laptops. Once laptops are provided for all then, these apps can be utilized more effectively.
17. Many Circles have made it mandatory to use What's app for office work. As of now many Executives are using/sharing personal What's app on the office desktop, which is taking much time and it will be easily accessible from Laptop.
18. We find no justification why a proportionate amount is not reimbursed for officers in the rank of DGM and below.
19. When almost every file in which the decisions are taken by higher management, or every document or letter which is issued from higher management is prepared or put up by JTO/SDE level Officers, there should not be any discrimination on the amount for reimbursement against purchase of laptop and it should be equal for all.
20. Apart from these routine works by each and every executive these laptops can be used for some specific technical works like RF Planning, Testing GSM/Trans equipments, FTTH Testing and so on and this can be effectively done with laptops instead of Desktops. There is no laptop available with officers who are working in mobile sectors for RF, Sector fault restoration and BTS maintenance.
21. There is no sufficient Laptop/Desktop in NIB node for day to day monitoring of elements and field works where configuration is required at field Node like RPR, MNG PAN, DSLAM.

22. Laptop is a vital tool for Transmission team who are working in the field and required to do some parameter related works in CPAN, MADM and other media equipment etc.
23. Executives working in almost every official work are also very much required this Laptop for efficient utilization of man-power because in Office mostly outdated one PC or shared PC is available and executives use to wait for their term till that shared PC being spared to execute their work otherwise they have to wait which is completely non-using of manpower due to lack of PC/Laptop
24. It is unfortunate that even for ensuring the punctuality of employees BSNL wants to depend on its employees and implement the same free of cost as it is aware that almost everyone carries a smartphone bought from their own savings and BSNL is reimbursing a mere amount and the same should not happen with laptops.
25. Our JTO/SDE level officers are already facing financial losses due to non-settlement of numerous HR, Standard pay scales, Pay loss, SAB, PRMB and such other issues which even after 22 years of its formation and 21 years since its first BSNL recruited official started working, still remains unsettled.
26. There is mass unrest among the Officers about the disparity that BSNL is spending money with free hand for officers on Deputation and when it is matter for money required for BSNL Absorbed/Recruited Officers, always the reason of financial crises is put forth and the same is the situation here.
27. There will seldom be any company in this world which does so much for its guest officials (officers on deputation from DOT) while at times the very life of its own employees is compromised on account of proper safety measures not being deployed or on account of financial crisis, not giving adequate support in terms of money and material and interestingly all such proposals are coined by the same guest management only.
28. On every front, our executives are paying from pocket and they have minimum expectation that at least management should also provide necessary support for strengthening the working conditions and facilities for the smooth functioning of office and office works and for that Laptop is prime need.

With all above facts and circumstances, we request your honour to issue directions below for review of the Laptop policy for DGM and below level officers to overcome the practical difficulties and issue instructions to:

- A. Frame a new Laptop Policy as done by other effective organizations in Telecom sector and Supply Laptop from BSNL to each and every executive in place of present Desktops supplied and entire cost of laptop may be borne by BSNL.

OR

- B. Instead of two different laptop policies, the policy for GM and above level officers may be implemented to all Officers in BSNL with uniform cost of laptop reimbursement @ minimum Rs 70000.00 per officer regardless of his/her designation and position in office.

C. Whatever may be Policy decided as above A or B above, may be made applicable to all the officers in BSNL all over India from New Year 2024.

These modifications will surely make the laptop policy highly acceptable by all the officers in BSNL, will motivate officers for efficient working and at the same time will save Crores of rupees of BSNL on procurement of thousands of Desktops all over India .

With Warm Regards,

Sincerely Yours,

Encl: AA

Sd/-
M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. Director CFA BSNL Board for kind information and with humble request to devise uniform policy for reimbursement of laptop cost and make it effective and applicable all over India from New Year 2024.
2. Director HR BSNL Board for kind information please.
3. PGM SR BSNL CO for kind information please.
4. GM CFA & IT Pers BSNL CO for kind information and n/a please.

Annexure-A

Sub: Differences in two Laptop Policies issued by CIT Cell BSNL CO.

Sr	Item	GM & Above level Officers	DGM & below level Officers
1.	Reimbursement Amount Limit	CGM/PGMs Rs. 60000 GM/Sr GM Rs. 60000	DGMs Rs. 40000 DE/DM/AM Rs. 35000
2.	Laptop/ Notebook Choice	Allowed	Not allowed
3.	Use of desktop	Allowed	Not Allowed
4.	Condition for allotment of Laptop	No, in case any Laptop/ Notebook is already allotted by office and office desktop PC is allowed	No, in case any Laptop/ Desktop is already allotted by office and office desktop PC will be withdrawn
5.	On Transfer	Clause No. 1.1.9 As Asset is on name of BA, it is to be transferred to BA to which officer is transferred	Compulsion to retain the laptop by paying depreciation cost even after transfer is before four years
6.	Condition for Retention of Laptop on VRS/ Retirement/ deputation etc	Clause no. 1.1.8 The officers who have opted for this policy at the time of leaving the BSNL due to Transfer, Superannuation, VRS, Deputation etc. or any other reason shall have the option to retain the purchased laptop and there is no compulsion to retain laptop	Clause no. 1.1.9 The officers who have opted for this policy at the time of leaving the BSNL Corporate Office due to Transfer, Superannuation, VRS, Deputation etc. or any other reason shall have to compulsory retain the purchased laptop by paying cost
7.	Condition to bring the Laptop Daily to the office and compulsion on doing work on laptop	There is no such condition/ clause in this policy to bring a laptop daily to the office.	Clause No. 1.1.10 The officers who chose to avail this policy and take reimbursement of Laptop, shall bring their Laptop daily to the office and work shall be done on the laptop only. The present Desktop will be withdrawn.
8.	Ownership of Laptop	There is no such condition in this policy.	Clause no 1.1.2 The Laptop purchased by the officers shall be deemed to be procured on behalf of BSNL as the Laptop shall be used for Official purpose
