

अरुण कुमार, भा. द. से.

ARUN KUMAR, I.T.S

प्रधान महाप्रबंधक (कार्मिक)

PR. GENERAL MANAGER (PERS)

R. No. 403, BSB, H.C. MATHUR LANE, NEW DELHI - 110001.

T.No. 23711034, 23037236,



भारत संचार निगम लिमिटेड

(भारत सरकार का उद्यम)

BHARAT SANCHAR NIGAM LTD.

(A Government of India Enterprises)

No 400-4/2019-Pers.I

Dated : 27th Feb, 2019

To

All Executives/ officers of BSNL.

Subject: **APPEAL & ADVISORY TO ALL OFFICERS/EXECUTIVES OF BSNL**

It has been observed that despite best efforts on the part of Management in providing due HR support in the matters of service and persistent efforts to protect the interest of our employees, certain officers/executives are eager to approach various Hon'ble Tribunals/Courts in relation to trivial matters relating to their service, which could rather be resolved by the concerned authority in BSNL in due process itself. As you are well aware, BSNL has a very robust grievance redressal mechanism at appropriate level to address and redress grievance/s of any officer/employee including service matters. Due to persisting litigations, the career progression of large employees, at times, is adversely affected and Management initiatives are restrained. Lot of money in terms of legal expenses, time and resources are also spent on both sides in view of the unwarranted and avoidable legal complications .

Our company is passing through a critical phase and the need of the hour is to conserve our time and energy for collectively focusing on the overall growth and revival of the Company and for the better career progression of employees. On behalf of BSNL Management, I therefore appeal to all the officers/ executives of BSNL to avoid approaching the Hon'ble Tribunals/Courts as far as possible with regard to matters of transfer and posting, promotion, seniority, other service matters etc., and make good use of robust mechanism for redressal of grievances already available to you all.


27/2/19
(ARUN KUMAR)
PGM (Personnel)

Copy to:-

1. PPS to CMD/PPs to All Directors of BSNL/PS to CVO, BSNL
2. All Heads of Telecom Circles & Administrative Units of BSNL for giving wide publicity.
3. All CGMs/PGMs/Sr.GMs/GMs, BSNL CO, New Delhi.
4. GM(SR) to suitably appeal to Associations/Unions.
5. Notice Board/BSNL Intranet