



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

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No. AIBSNLOA/CHQ/2016/ 149

Dated : 11th August, 2016

To

Shri Anupam Shrivastava,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi.

Subject: Guidelines for considering requests of BSNL employees for deputation to outside organizations – Personnel Branch letter dated 21.07.2016.

R/Sir,

We are constrained to draw your kind attention to the Personnel Branch letter no. 118-2/2015-CSS dated 21.07.2016 vide which the guidelines for considering requests of BSNL employees for deputation to outside organizations have been circulated. We feel that the decision purported to have been taken by the Management is based on entirely wrong premises. It is unfortunate that the Personnel Branch did not feel it right to take the views of any of the Union/Association on this important issue relating to the employees of BSNL.

2. Following aspects of the said policy are particularly brought to your kind notice to establish the fact that the Personnel branch has acted in an illogical manner in this matter:-

(i) Para 5(i) of the said letter says that “Deputation will be permitted only in the grades/ cadres in which posts are filled up to 90% of the sanctioned strength”. The Personnel Branch is well aware that a maximum of 50-60% sanctioned posts only are filled up in all the cadres and there is not a single case of any cadre with posts filled up to 90% of the sanctioned strength.

(ii) Para 5(ix) and Para 5(xiii) [which is a repetition of para 5(ix)] say that “Cases of deputation of executive and non-executive would require prior approval of CMD and Director (HR) respectively for cadre clearance”. This is nothing but undermining the office of CMD and Director (HR) by the Personnel Branch which seeks to assign this petty job to such high level authorities of the Company. At the best this work should have been assigned to the GM and DGM level officers of concerned cadre.

(iii) Para 5(xi) says “Deputation is aimed at enriching the employee who in turn will enrich the Company. Any negotiation with the borrowing organization for absorption therein shall be taken as ‘unethical’ and be viewed adversely”. While

taking such a stand the Personnel branch forgot that the very aim of sending the employees on deputation is give them better exposure to the latest trends in the relevant field in such a manner that after return from deputation the exposure and experience gained by the employee helps the lending organization in its operation. No aspect of monetary enrichment of employee or the organization is involved in the entire matter of deputation. Even in case of employees, on deputation do negotiation with the borrowing organization for absorption then also it should not treated as 'unethical' because the Department of Personnel & Training also virtually encourages such negotiations? How can an action approved by the Government of India be termed as unethical by the Public Sector Undertaking fully owned by the same Government of India?

(iv) In Para 10 of the letter issued by Personnel Branch, the provision for regulating pension of such employees who seek permanent absorption in borrowing organization has been mentioned. It says that "Pension of such employees on absorption in other organization will be granted from the date he was released from BSNL on deputation." This provision is unlawful in view of the fact that the borrowing organization pays the pension contribution to Department of Telecom in respect of such absorbed employee of BSNL who are on deputation to such borrowing organization. When the Department of Telecom gets the pension contribution for the period of deputation, BSNL has no legal authority to decide that pension will be fixed with reference to the date of release from BSNL on deputation.


3. Apparently, the Personnel Branch has obtained the approval of the Management on the deputation policy by presenting wrong facts. It is a fact that only such employee who despite having put in the requisite years of service in a particular grade do not get promotion to the next grade for want of vacancies in the higher grade, go on deputation. As such, this policy not only creates heartburn and frustration among the otherwise dedicated set of employees but also lowers the image of BSNL in the eyes of the other organizations.

4. We would therefore, request you to kindly look into the matter personally and to cause review of the deputation policy issued vide Personnel Branch letter no. 118-2/2015-CSS dated 21.07.2016.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

 / C General Secretary

Copy to :

1. **Smt. Sujata Ray**, Director (HR), BSNL, New Delhi.