



**ALL INDIA
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No. AIBSNLOA/CHQ/2008/39

Dated: 5th November 2008

To
Shri A.Raja,,
Minister of Communications & IT,
Government of India,
New Delhi - 110 001.

Sub:- Formulation and execution of plan to manage the affairs of BSNL by defeating the arm twisting tactics of some ITS Officers.

Hon'ble Sir,

We are constrained to submit that as expected the left out ITS Officers who were offered improved terms and conditions of service for absorption now have again played the same tricks as was played by them when the option for absorption was called from all Group A Officers for the first time in the year 2005. During the last couple of years they could manage to get back in BSNL a few monetary benefits like monthly ad hoc payment, productivity linked incentive including other incentives and even got them entitled for perks which as Government Employees they are not entitled for. Surprisingly they, even being on deputation, could manage to get promotions against the posts sanctioned in BSNL on the assets of BSNL. But some other ITS Officers, who took absorption in BSNL when option was called for absorption in 2005, are denied promotion.

2. The attitude and activities of these ITS Officers are certainly not in the interest of BSNL and its employees. No organization can prosper, if its leadership is not mentally and physically with that Organization. It is exactly what has happened with BSNL. Even after long eight years of BSNL's creation, it is not having its own Managers to lead the employees and the organization. BSNL's market share is going down very sharply, new innovative services are not getting commissioned, expansion program is badly delayed, profit margin is reduced, even the existing services like broad band, value added services etc are not reaching the prospective customers because of lack of initiative, delay in development and improper marketing. BSNL seems to be living in oxygen. It is high time that Department of Telecom takes serious note of the situation and put to an end of this drama on absorption. After all, as the administrative Ministry, Department of Telecom has got certain responsibility towards BSNL and its absorbed employees who did not hesitate to sail or sink with BSNL when option for absorption was called for. The employees still have confidence that BSNL can regain its lost glory provided it is given a competent, committed and efficient leadership in the form of Managers.

3. However, we are shocked when we find that some Officers are trying to project that these ITS Officers are indispensable and without them BSNL cannot function. They are even recommending for further extension of their deemed deputation period. We are, however, unable to go with these views which have made these officers desperate and encouraged them to adopt the arm twisting tactics to linger on their deputation in BSNL and continue as Government Employees as long as they can - thus continue to enjoy the benefits of both the PSU and the Government. All the Private Telecom Operators, which are now ahead of BSNL, are not having ITS Officers. How are they then managing their affair so well? Thus the ITS Officers are not at all indispensable and BSNL will certainly perform better with the

professionals. Further, a few years back the Cabinet had rejected a proposal sent by Department of Telecom to extend the deemed deputation period of the Group A Officers for another five years. This only then prompted Department of Telecom to initiate the process of absorption of the Group A Officers. Thus, any move at this stage to extend deemed deputation of the left out Group A Officers will give rise to several complications. The absorbed employees will certainly resent this step-motherly treatment.

4. Under the above background, it is high time that Department of Telecom devise and execute a plan to manage the affairs of BSNL by withdrawing the unabsorbed ITS Officers from BSNL. We would like to suggest following few measures which will not allow any vacuum to be created if these Officers are taken back in Department of Telecom:-

(1) All the vacancies at the managerial level can be filled up by promoting/diverting the Officers absorbed/employed with BSNL.

(2) Some higher level posts, which were once created to ensure their career progression, can either be abolished or down graded.

(3) Limited number of retired but dynamic Officers with proven integrity could be re-employed for a limited period.

(4) Some experienced professional Managers in the age group of 45-50 years be recruited on lateral induction basis for manning the key positions. By the time these Officers superannuate, others from internal source will be available to take over.

5. Finally, we earnestly appeal to you to kindly ensure that the ITS Officers who are just playing with the future of BSNL and its employees are not given any further long rope to exploit the situation for their own gain. Let them be withdrawn from BSNL and a new era starts in BSNL under a new and capable leadership. We are ready to accept the challenge of the time for the survival of BSNL and also our own survival.

With kind regards,

Yours sincerely,



(V.P.Arya)

General Secretary

Copy to:

1. Dr Manmohan Singh,
Hon'ble Prime Minister of India.
2. Shri K Chandrasekhar,
Cabinet Secretary.
3. Shri Siddhartha Behura,
Secretary, Deptt of Telecom.
4. Shri.Kuldeep Goyal,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited