

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
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No. AIBSNLEA/CHQ/CMD/2019

Dated 22.10.2019

To

**Shri P.K. Purwar,
CMD BSNL,
New Delhi.**

**Subject: Request for amendment in Deputation Policy of BSNL
Employees for deputation to outside Organizations – Reg.**

Reference: BSNL CO ND Lr. No. 118-2/2015-CSS Dated 21-07-2016

Respected Sir,

We would like to draw your kind attention on the above cited subject. In this regard, some guidelines were issued by the BSNL Corporate Office vide letter mentioned under reference and subsequently from time to time in which the main conditions were as under:-

- i) Deputation will be permitted only in the grades/cadres in which posts are filled up to 90% of the sanctioned strength.
- ii) Deputation in any grade shall be restricted to 5% of the sanctioned strength in the grade and will be considered on first-come-first serve- basis.
- iii) Deputation will be allowed to the organization related to Telecom Services/Infrastructure organizations preferably for DOT, BBNL, TRAI, TCIL, TDSAT, RAILTEL or similar organizations on formal basis etc.,

The above said guidelines were issued in 2016 when the financial position of BSNL was sound. Sir, as you are aware that BSNL is passing through a very tough period and even not in a position to disburse the salary to its employees in time.

It is learnt that there is a proposal under consideration with Govt. of India on revival of BSNL wherein reduction in staff strength is also one of the important aspect due to huge expenditure on Establishment Cost in BSNL.

Some of the Executives in different grades viz., JTOs, JAOs, SDEs, AOs, PA/ PS as well as SDE/ EE/ SE from Civil & Electrical wings etc., have applied for deputation from BSNL to outside Organizations but it is constrained to bring to your kind notice that the BSNL Management has not forwarded their applications to the borrowing Organizations by citing the present Deputation Policy. This has caused serious demoralization, resentment and frustration amongst these BSNL Executives.

In view of the above, it is suggested that this is the right time for the BSNL Management to review the existing Deputation Policy and relax the condition of **“filled up to 90% sanctioned strength” to 50% of sanction strength. Further, the condition of 5% in any grade may be relaxed to 25% in any grade as well as deputation to Telecom Services/ Infrastructure Organizations only may also be relaxed for other than Telecom Services Organizations also**, so that willing executives, who applied for deputation to outside Organizations, can be deputed and serve there and get salary & other allowances from the borrowing Organization. Further, these executives can upgrade their knowledge and enhance their skills while working on deputation.

Through the above said amendments, BSNL will not only save huge amount towards their Salary, Medical Reimbursement and other claims at least for 3 to 5 years but also to give an opportunity to the Executives for their better career and prospective and help them to enrich their knowledge which in turn will be useful to the Company.

In view of the foregoing, we would request your good self to kindly intervene in the matter and cause to issue necessary instructions to the officers concern to review the existing policy and relax the conditions for deputation of BSNL employees to outside Organizations.

With kind regards,

Yours Sincerely,
-sd-
(S.Sivakumar)
General Secretary

Copy for kind information and necessary action to:

1. Shri. Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi – 110001
2. Shri S.K. Gupta, Director (Finance), BSNL Board, New Delhi-110001
3. Shri Arun Kumar, PGM (Pers.), BSNL CO, New Delhi-110001