



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

Central Headquarters New Delhi

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AIBSNEA/CHQ/CMD-BSNL/2023

Dated 04.09.2023

To

**Shri P. K. Purwar ji,
The CMD BSNL,
New Delhi -110 001**

Subject: Implementation of Uniform Working Hours Across BSNL Corporate Office and Field Units for the Early Turnaround of BSNL to its pristine Glory reg

Respected Sir ,

At the outset, let me share our heartfelt appreciation for your exceptional leadership and sincere dedication in steering BSNL through challenging times and transforming BSNL into a comfortable situation where the deployment of an indigenous 4G network is on the horizon.

One aspect that we believe would further enhance the synergy within BSNL is the implementation of a synchronized working pattern between the BSNL Corporate Office and all its Field Units. Currently, BSNL CO operates on a 5-day working pattern from Monday to Friday, with working hours from 9.30 AM to 6.00 PM. In contrast, field units follow a 6-day working pattern from Monday to Saturday, with working hours from 10.00 AM to 5.30 PM.

We earnestly request your kind authority for the extension of the working hours of field units to align with those of BSNL CO. In other words, the field units may also adopt a 5-day working pattern from Monday to Friday, with working hours from 9.30 AM to 6.00 PM. This adjustment would create more consistency and cohesion across the organization. This change would bring about several benefits:

- 1. Enhanced Synergy:** Uniform working hours would facilitate better coordination and communication between the BSNL CO and Field Units, leading to increased synergy in our operations.

- 2. Improved Employee Morale:** Adopting a 5-day working pattern for Field Units, similar to BSNL CO, would boost employee morale and motivation. It would demonstrate our commitment to work-life balance, which is increasingly important in today's work environment.
- 3. Customer Service Continuity:** The proposed change would not adversely affect customer services or the maintenance of BSNL systems. All our executives in Field Units are already accustomed to working in a 24x7 environment, and the adjustment of working hours from Saturday to other weekdays would not impact our service quality.
- 4. Efficiency Gains:** Streamlining working hours across the organization can lead to improved efficiency and resource allocation.


We believe that adopting the 5-day working pattern of BSNL CO in Field Units would serve as a positive step towards enhancing our organizational structure and employee satisfaction. It aligns with our collective goal of accelerating BSNL's journey toward its pristine glory.

We respectfully request your kind consideration of this proposal, the field units may also adopt a 5-day working pattern from Monday to Friday, and your support in implementing this change. Your leadership and vision are instrumental in guiding BSNL towards continued success, and we are confident that this fine-tuning will contribute positively to our organization's growth and development.

Thank you, sir, for your time and attention to this matter.

With kind regards,

Your Sincerely



General Secretary
AIBSNLEA

Copy for favor of kind information to:

- 1. Shri Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi-110001**
- 2. Shri Saurabh Tyagi, PGM(Estt) , BSNL CO, New Delhi- 110001**
- 3. Ms Anita Johri, PGM(SR), BSNL CO, New Delhi- 110001**