



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

**Central Headquarters New Delhi**

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**AIBSNLEA/CHQ/DIR (HR)/2023/**

**dated 18.05.2023**

**To**

**Sh Arvind Vadnerkar ,  
Director (HR) , BSNL Borad,  
BSNL CO, New Delhi-110001**

**Subject:**

Resentment of the officers in the Finance stream in Kerala Circle against posting of a mentor in BSNL Kerala Circle despite earning maximum revenue in Pan India, conveyed by Circle Secretary of AIBSNLEA reg

**Reference:**

CS AIBSNLEA Kerala Letter No: AIBSNLEA/Circle /2022-23 /26 Dated 17.05.2023

**Respected Sir,**

Kindly find the attached letter from the Circle Secretary of AIBSNLEA Kerala expressing the deep resentment of the officers belong to the Finance Stream in Kerala Circle regarding the recent decision to post a mentor in the BSNL Kerala Circle, despite the fact that the circle consistently generates the highest revenue among all the circles in India. The officers strongly believe that this decision is unjust and detrimental to the growth and success of the organization.

BSNL Kerala Circle's exceptional performance in terms of revenue generation is a testament to the hard work, dedication, and competence of its employees. The circle has consistently outperformed all other circles, achieving remarkable results in a highly competitive telecom market. This accomplishment can be attributed to the unwavering efforts and expertise of the employees stationed in Kerala Circle.

Considering the outstanding performance and profitability of BSNL Kerala Circle, it is both surprising and disheartening to witness the decision to impose a mentor on the circle. This decision sends a demoralizing message to the employees who have contributed

significantly to the circle's success. It undermines their skills, experience, and potential to thrive independently, hindering their professional growth.

While the concept of mentoring can be beneficial in certain circumstances, it is essential to recognize when it may not be necessary or suitable. BSNL Kerala Circle's outstanding performance suggests that the current team of the officers in the Finance stream is already well-equipped and capable of achieving remarkable results without external intervention. The imposition of a mentor can disrupt the circle's existing dynamics, create unnecessary dependencies, and potentially impede the decision-making process.

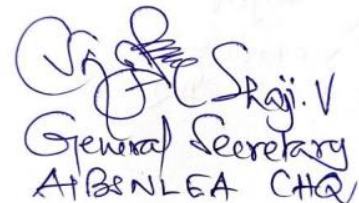
Furthermore, this decision raises concerns about fairness and equitable distribution of resources within BSNL. If Kerala Circle is already the top revenue earner, it should be given due recognition and support to sustain and enhance its success further. Instead, the imposition of a mentor implies a lack of trust and confidence in the abilities of the existing workforce.

In light of the above, CS Kerala urge your Kindness to reconsider the decision to post a mentor in BSNL Kerala Circle. CS Kerala humbly request that you review the exceptional performance of the circle and acknowledge the achievements of the dedicated employees who have consistently contributed to its success instead of doing these demoting steps.

Hope Sir would cause to adopt a positive consideration on the request to call off the decision mentor in BSNL Kerala Circle.

**Thanking You,**

**Yours Sincerely,**



C. S. Raji. V  
General Secretary  
At BSNL EA CHQ

**Copy for kind information and necessary action to:**

1. Shri Rajiv Kumar, Director FIN BSNL Board, Bharat Sanchar Bhavan, New Delhi.
2. Smt Anita Johri, PGM (SR) BSNL CO, New Delhi-110001.