



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION  
Central Headquarters, New Delhi**

**President**  
Raj Pal  
Mob : 9868123459

**General Secretary**  
Shaji. V  
Mob : 9446450450

**Dy. General Secretary**  
J.K. Patel  
Mob : 9427300300

**Financial Secretary**  
Dinesh Kumar  
Mob : 9868155681

No. AIBSNLEA/CHQ/Director (HR) /2022

Dated-12 .07.2022

To

Shri Arvind Vednarker,  
Director (HR), BSNL Board,  
New Delhi – 110001.

**Sub: Debug the malicious trap in the APAR software Package and Save the future of several dedicated officers already trapped, for the reason no way related to them, through the avoidable bug in the ERP system- reg.**

Ref: D.O.Lr. NO.CGM:CHTD/AST/APAR Clarifications/21-22/37 dated 29-04-2022 and the Letter from CS AIBSNLEA, Chennai Telephones

**Respected Sir,**

We humbly request your kind attention to the matter in subject on the inherited mistakes in APAR software of ERP system wherein the lists of options in the Combo Box available against **Integrity** field under Para no-4 are inadvertently got changed from the selected Option of "**Beyond Doubt**" to "**Not Watched The Officers Work**" while the reporting officer moving ahead to fill up other parameters of APAR. When Reporting Officer confidently submitting the APAR to Reviewing Officer, the reporting officer is not popped up with any alert on the change happened against the **Integrity** column. The selection of integrity column is so important at par or rather more important than the grading of the officer submitting APAR , before submission of APAR to reviewing officer , the reporting officer could have been alerted with the parameters shifted from Normal values . This handicap in the APAR system unethically trapped career progressing of so many dedicated and sincerely serving officers for the reasons no way related to them, as narrated in the letters in reference.

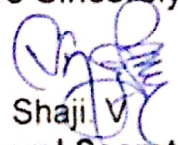
The inadvertent error while reporting/reviewing APAR has been happening in BSNL causing non-consideration to the financial up gradations / Promotions of the executives is a highly regrettable matter. This is not the lone case of CHTD. Undrstandably, in some cases, the reporting and reviewing officers giving notes in writing in favour of the affected officers stating that the wrong option selected against integrity has been happened inadvertently and could not be corrected as there is no option to revert it further after some time line. These noting of the reporting and reviewing officers may be treated as the selected Option of "Beyond Doubt". It is understood that as per DoPT OM No.21011/1/2005- Esst(A)(Pt-II) dated 11-02-2016 , "Not Watched The Officers Work" is not an adverse remark.

It is replied from Corporate office that, as per DoPT OM No.21011/1/2005-Esst (A)(Pt-II) dated 14-05-2009 Para 2(iv) , the inadvertent error cannot be reopened . However, here the basic matter is the inability of the APAR system to alert against any mistake. Wherever is the mistake, punishing the sincerely working executive for the reason beyond domain of the affected officers may kindly be avoided.

On the aforesaid grounds, we fervently appeal your Kind attention to cause issue necessary guidelines to sort-out all such mistakes happened so far. Certainly it will enhance the motivation and working morale of all the affected executives in BSNL.

With kind regards

Yours Sincerely,



(General Secretary)

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

1. Shri S N Gupta, PGM (Pers.), BSNL CO, New Delhi – 110001.
2. Ms.Anita Johri, PGM (SR), BSNL CO, New Delhi – 110001.