

**File No. BSNL CO-SR/14/2/2020-SR**

To

All Chief General Managers,  
Bharat Sanchar Nigam Limited.

Subject : Posting of Office Bearers of Executives' Associations as BA/Unit Head.

Sir,

I am directed to invite attention towards Pers Branch, Corporate Office letter no 400-204-2013-Pers-1 dated 05.09.2013 containing therein the guidelines regarding posting of office bearers of Executives' Association in sensitive posts as follows :-

"The issue of posting of office bearers of Associations in sensitive posts has been engaging the attention of the Corporate Office for some time. This is necessitated for mitigating perception of possible one-upmanship by the office bearers of one Association towards members of other Associations, while holding such sensitive posts in the organization.

After deliberating the issue in detail and with due consideration of various administrative exigencies, it is suggested that, in general, the office bearers of Associations may be excluded from postings in HR/Admn and Vigilance Wings except in circumstances which warrant otherwise in the overall interest of service and to be agreed by the Circle/SSA/Units Heads"

2. Further to above, the issue of posting of office bearers as Head of BA/Head of Area Office {Operational Head of unit( erstwhile SSA)} has been reviewed in view of references received in consultation with Restructuring Branch and Pers. Branch, Corporate Office and it has been decided that :-

i)The key office bearers of any Association viz. President, General Secretary/ Secretary, Assistant General Secretary/Assistant Secretary and Treasurers at all the three levels viz. CHQ/Circle /SSA shall not be posted as Head of BA/Head of Area Office {Operational Head of unit( erstwhile SSA)}.

ii)It is also desirable that posting of even other office bearers, than those mentioned above shall also be avoided on the post of Head of BA/Head of Area Office {Operational Head of unit( erstwhile SSA)} as far as possible.

Therefore, the guidelines mentioned in para 2 above shall be followed scrupulously in addition to existing guidelines mentioned in para 1 issued by Pers Branch of Corporate Office.



8/1/2021  
(Sunita Arora)

Assistant General Manager  
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Copy to :-

1. PGM(Pers.), BSNL CO.
2. PPS to Director(HR),BSNL.
3. GM & CLO(SCT).
4. General Secretaries of all Associations.