



**ALL INDIA
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EXECUTIVES' ASSOCIATION**

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No. AIBSNLEA/CHQ/CMD /2018

Dated-11.09.2018

To,

**Shri Anupam Shrivastava,
CMD, BSNL
New Delhi-110001**

Subject: HR integration in BSNL -reg.

Respected Sir,

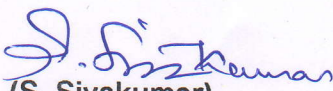
We would like to bring to your kind notice that there is a move for HR integration of all the cadres under GM (Pers.) BSNL C.O. In this regard it is stated that at present all the cadre controlling authorities of BSNL C.O. i.e. Finance, Civil, Electrical, Arch. Telecom Factory, Engineering wings are sending all the CPCs, Pay fixation matters, legal-cases etc. to Pers. Cell for clearance and thereafter, with the approval of the competent authority, the promotion orders are being issued. Now further instructions have been given to deal all promotions, transfer and postings etc. by the Pers. Cell BSNL C.O. only. It has created unrest among the various cadres with a reason that even in the present systems where the proposals of various cadre controlling authorities sent to Pers. Cell for clearance are getting badly delayed then how all the cadres promotions, transfers & postings, Pay anomaly, seniority cases will be handled by GM (Pers.) alone. It will overburden the Pers. Cell which ultimately delay the decisions.

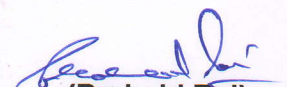
As already Director (HR) is the Head of HR functions in BSNL and all the cadre controlling authorities are reporting to Director (HR) , as and when Director (HR) want any clarification on any HR issue is being forwarded to Pers. Cell BSNL C.O. for the comments. Thus, the HR integration is available under the control of Director (HR) BSNL Board. Further, giving all the powers to GM level office in BSNL C.O. will not be proper. In case Director (HR) feels overloaded then senior HAG level officer CGM/PGM (Pers.) can be posted to control all the cadre controlling officers. BSNL has legacy from DoT on HR issues.

In view of the above, we would, therefore, request you to kindly intervene in the matter and take immediate suitable steps to provide justice to all the cadres of BSNL through their cadre controlling authorities.

With kind regards,

Yours Sincerely


(S. Sivakumar)
President


(Prahalad Rai)
General Secretary