



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

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No. AIBSNLEA/CHQ/Dir (HR)/2016-17

Dated at New Delhi the 9th February 2017

To,

Smt. Sujata Ray,
Director (HR), BSNL Board,
New Delhi- 110001.

Subject: HR Integration in BSNL – Our suggestions regarding.

Respected Madam,

On the subject cited above, we would like to submit following points for kind consideration please:

1. The present ongoing system of handling of transfer and posting/promotions (Both Time Bound as well as Post Based) of Accounts, Civil, Electrical, Architect and Telecom Factory Wings is convenient and hassle free.
2. The grievances of the executives working in these units are being addressed by the authorities of their wing who are well versed with the back ground of the executive concerned.
3. Since the expertise and efficiency of individual executive is well known by the authorities of the concerned wing, the right person thereby can be posted in the right portfolio for enhancing the achievement of the targets and the goals.
4. The existing system has so far been smooth without any complaints from any of the quarter.
5. Respective unit heads have better control over human resources when they are vested with powers for transfer and posting/promotions of executives working under them, especially in the Finance Wing at the time of accounts closing when the same has to be finalized within the stipulated time schedule.
6. Particularly, in the Finance Wing, the existing practice is very much required in the interest of BSNL to render fair and objective financial advice to the SSA/Circle Heads.

In view of the foregoing, we would, request you to kindly allow the present system of handling HR issues within the Accounts, Civil, Electrical, Architect and Telecom Factory Wings in the interest of BSNL.

With kind regards,

Yours sincerely
Sd/-

General Secretary

Copy to:

1. The PGM (Pers.), BSNL Corporate Office, New Delhi – 110001
2. GM (FP), BSNL Corporate Office, New Delhi – 110001