



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/CMD/2012

Dated: 19.01.2012

To

**Sh. R.K. Upadhyay
CMD BSNL
NEW DELHI-110001**

Sub: Allowing Sabbatical Leave Scheme in BSNL -Reg.

Respected Sir,

BSNL is mulling upon the ways and means of cutting down its salary cost, which is taking out a major share of its revenue. MTNL, the sister concern of BSNL, which is also going through the same financial crisis, has brought out a proposal through "MTNL Sabbatical Leave Scheme 2009" (Copy of the scheme is attached herewith) vide no. MTNL/ CO/ Pers/ Leave Rule/2009/Vol-II dated 09.11.2009.

Through "MTNL Sabbatical Leave Scheme 2009" MTNL has proposed to give leave of one to five years to its regular employees to seek employment elsewhere or take up self employment to utilize / enhance their professional skill and technical expertise. MTNL considered the scheme as a tool for manpower rationalization and to achieve cost reduction by the company.

We have a very good talent available with our executives in different engineering wings e.i. civil/architectural/ electrical. This talent is not being fully utilized due to non availability of works in BSNL. Some of executives have joined DMRC and NHAI on deputation basis. These executives are gaining world class technology experience there which will benefit the BSNL in getting external work at later stage. But these opportunities are limited against the available/ spare-able staff in BSNL. With the sabbatical leave provisions these executives will have approach to private companies and thus will be able to obtain the experience of the latest technology and system there. This will help BSNL in training its executives at no cost besides lowering the salary bill.

The scheme is not a mandatory for the employees and similarly BSNL is not bound to relieve each and every executive who apply for the leave under the scheme. In fact the leave is for the executive who apply under the term and conditions therein and BSNL agrees to spare him. Thus it a win-win condition for both BSNL and its executives. A numbers of central / state government institutions like National Law University, has the provisions of such leave. I am forwarding you a copy of MTNL Sabbatical Leave Scheme 2009 for your kind perusal and necessary action for making such a provisions in BSNL for the benefit of executives and BSNL.

With kind regards,

Encl: as above.

Yours sincerely,
-sd-
(Prahlad Rai)
General Secretary

Copy to:

1. The Director (HR), BSNL CO, New Delhi-110001
2. The E.D. (Fin), BSNL CO, New Delhi-110001
3. The E.D. (NB), BSNL CO, New Delhi-110001