

**BHARAT SANCHAR NIGAM LIMITED**  
**(A GOVERNMENT OF INDIA ENTERPRISE)**

SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

No. BSNL/39-8/SR/2013

Dated, the 29<sup>th</sup> May, 2013

To

1. All CGMs, BSNL
2. Sr. GM (Admn.), BSNL C.O.


Sub: Constitution and functioning of various Councils, viz. National Council, Circle Councils and Local Councils - regarding

This has reference to this office letter no. BSNL/5-1/SR/2012/Vol.II dated 21<sup>st</sup> May, 2013 regarding constitution of Councils at various levels.

2. As these Councils gradually get set-up, we need to strengthen our belief that these Councils are the best placed meeting-grounds for staff representatives and management. It also calls for huge sense of responsibility from all the members of these Councils for their holistic contributions.

3. In line with the broad objectives enshrined in the new recognition rules notified in 2012, it is emphasized that the conduct of business at various levels of Councils in BSNL be held with the overall objective of 'Organisation First with Employee Care'. The issues, especially relating to policy implementation, transparency in operations and processes, optimal resource usage, employee engagement, employee productivity, discipline, punctuality, organisation image, service delivery, competitiveness, innovative practices, synergy of operations, performance culture, team spirit, commitment, loyalty, cordial relations and spirit of excellence, should form the bedrock of deliberations in these Council meetings. The quality of these deliberations should be endeavoured for constant improvement so as to spread positivity all around.

4. It is, accordingly, requested that all concerned be appropriately briefed on the above lines and we start this new era of union representation and management interaction on a solid ground of well being of the organisation.

  
(Neeraj Verma)  
GM (Trg. & SR), BSNL C.O.

Copy to :-

General Secretaries, BSNLEU/ NFTE BSNL

Copy for info to :

1. Sr.PPS to CMD, BSNL Board
2. Sr. PPSs to all Directors, BSNL Board
3. Guard file