



# BHARAT SANCHAR NIGAM LIMITED

CORPORATE OFFICE  
(PERSONNEL-POLICY SECTION)

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. 101-01/2016-Pers.Policy

dated 19<sup>th</sup>-07-2016

## **Appeal and Advisory To BSNL Officers And Executives**

Through the operation of policies of BSNL aimed at benefitting the employees, the management has been constantly engaged in creating a healthy and amiable HR relations. The effort has been to provide effective HR support to the range of services offered by the Company while, at the same time, ensuring the interest of the employees.

However, of late, it has been noticed that there is a growing tendency among executives/officers in dragging their service issues like transfer, etc., to Courts on flimsy grounds. Considering the responsibility entrusted on the executives/officers in running the affairs of the Company, the attempt to use, or rather misuse, the legal machinery in disrupting the management's initiatives in maintaining the services is quite unwarranted.

A legal scrutiny of these processes, more often than not, does not provide the desired relief to the executives/officers. This has been substantiated in a number of cases imposed on the Company where the Courts have found favour with the management's action. So, any legal hurdle created by the executives/officers, in these matters, ultimately brings unfavorable results for them in terms of time, money and energy. A lot of energy is wasted on both the sides.

Therefore, in the interest of the Company, which is at a critical stage, as also that of the employees, it is an appeal and advisory on behalf of the management that executives/officers desist from dragging the Company to Court on flimsy grounds in matters of transfer and other service matters. It is hoped that wise counsel will prevail on one and all.

[Sujata T. Ray]  
Director [HR]

- Copy to: 1. PS to **CMD/Directors** BSNL Board, EDs  
2. All **Heads of Circles**, for giving wide publicity to the letter