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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LTD.
(A Government of India Enterprises)

सुजाता तपन रे
निदेशक (एच.आर.)
Sujata T. Ray
Director (HR)

Dated: 30th August, 2018

Message

In view of the many questions in the minds of the executives over the promotions which were delayed for years due to prolonged litigation, I have been writing frequently with a view to dispelling all confusions and unfounded misgivings. To open up career progression, BSNL Board has approved the CPSU Cadre Hierarchy proposal, subject to the compliance of reservation policy requirements of Government and Court Orders. A Committee has been constituted pursuant to this to examine thoroughly the matter. This process shall understandably take some time.

In the meantime, relief came with the issuance of instructions by DoPT based on the Hon'ble Supreme Court Order which paved way for the promotions as per existing Recruitment Rules. We lost no time to promote more than 12000 executives by taking many decisions in an unorthodox manner. For this purpose the officers in the concerned cell worked overtime.

BSNL Management has always respected views of all the stakeholders and welcomed constructive dissent. However it is regretted to note that certain Associations through their website have painted a false picture, misquoted and made unsubstantiated allegation regarding the top management in a very irresponsible manner. Needless to say that such uncalled for acts lead to unnecessary disharmony and mistrust between the employees and the management.

It is clarified that considering the sensitivity of the matter, the decision on notifying CPSE Cadre Hierarchy will be taken only after examining all the aspects of its implementation to ensure that there are no contradictions to Court Orders and Govt of India policy of Reservation as observed by the BSNL Board. Any hasty decision may leave all the groups losers in all respect.

It is therefore expected that all Associations exercise extreme care and restraint while expressing their views on their web-site. There is a need to have a fresh look towards the significance of good Industrial relations; and the manner in which it is to be maintained and; the machinery and process towards responsible management of HR in this organization.

It is obvious that large Organizations like BSNL should be seen as a "plural society" having multiple but inter-related interests which must be maintained in some kind of equilibrium to balance the expectations and aspirations of all the groups.

I reassure that BSNL management is still exploring the possibilities of promotions, wherever possible. In the present situation of cut-throat competition, there is no way but to devote our full energy and focused efforts for improving the productivity of the company.

With best wishes,


(SUJATA T. RAY)