



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/7-13/SR/2016

Dated, the 27th September, 2017.

General Secretary, SNEA

Subject : Violation of provisions of BSNL (REA) Rules, 2014- Reg.


Recently Corporate Office is in receipt of letters of Circle Secretaries / District Secretaries of your Association addressed to CMD, BSNL and duly forwarded by concerned Telecom Circles (Copies of letters enclosed). Perusal of the same reveals that firstly the Circle Secretaries / District Secretaries have addressed the representations directly to CMD ; secondly, the issue which they have raised in the representations was not within the jurisdiction of Circle.

In this regard, your reference is invited to this office letter No. BSNL/39-1/SR/2009 dated 19.03.2009 and No. BSNL/20-11/SR/2012 dated 04.07.2012 vide which it was advised to adhere strictly to prescribed channel of communication while making correspondence with higher authorities.

Further, your attention is invited to Rule 14 (11) of BSNL (REA) Rules, 2014 which provides that "...Communication should only be at the corresponding levels i.e. to Corporate office from the General Secretary ; to Circle Office from Circle Secretary and to SSA head from District Secretary".

In view of the above guidelines, it is advised to ensure that your Association's office bearers at different levels adhere strictly to the prescribed channel of communication i.e. they make correspondence with the Management at appropriate level and they don't address letters directly to CMD BSNL and. Secondly, it should also be ensured that the representations of the office bearers at different levels are limited to the matters concerning the unit they represent i.e. a Circle Secretary should take up matter concerning the Circle only. If the CHQ level intends to take up Circle matter, reference of matter taken up initially with lower authorities concerned and the response of the said authorities on the same, may be indicated.

Encl.: Copies of correspondence by Circle/ Distt Secretaries.

Yours faithfully,

(A K Sinha)
DGM (SR)

Copy to :

1. CGM BSNL, Punjab, UP(West), Karnataka Telecom Circle .

2. All CGMs Telecom, Bharat Sanchar Nigam Limited, with the request that no such communication from Circle Secretaries / District Secretaries of Associations, even if it is addressed to any authorities in Corporate Office, be forwarded to this office. Instead, the Circle Secretaries / District Secretaries may be advised to forward any such letters to their CHQ, which in turn will take up the matter with Corporate Office, if needed.



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F. No. BSNL/39-1/SR/2009

Dated, the 19th March, 2009

To,

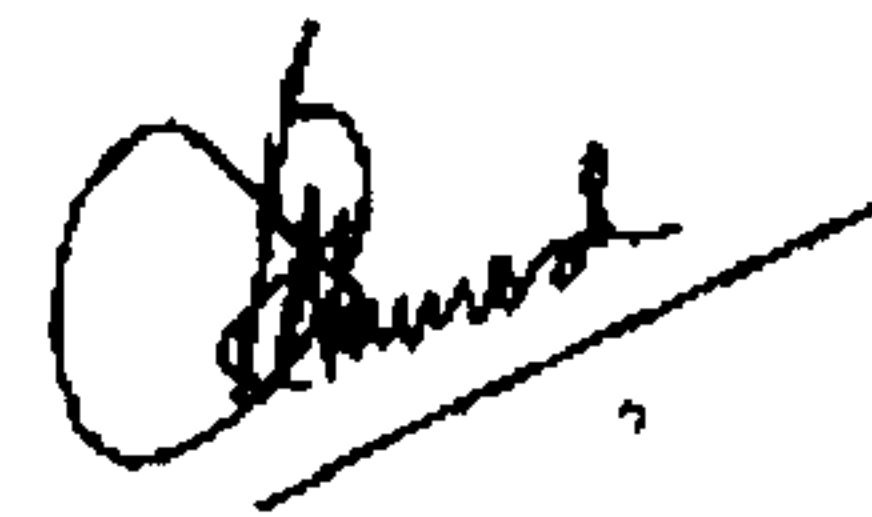
All General Secretaries of Unions/Associations of BSNL Employees.

Ref: **Member (S), DoT DO letter no. 25-07/2009-SR dated 02.03.2009 addressed to CMD,BSNL.**

Sub: **Espousing the service matters of BSNL employees by the unions / associations - regarding**

The Department of Telecom. has brought to the notice of this office that the Unions / Associations of BSNL employees are directly corresponding with Department of Telecom. on the issues related to service matters of BSNL employees, which are largely to be settled / negotiated between the BSNL management and the concerned union / association. Viewing the matter seriously, the Department of Telecom. has directed that unions / associations of BSNL employees should be directed not to take up such cases directly with the Government. In terms of Part II of the compendium of instructions on trade union facilities issued vide letter no. 10-12/87-SRT dated 05.05.1987, the Government is not supposed to enter into correspondence with the Associations on their service matters unless they have been granted recognition by the Government for the purpose. However, if at all any issue requires consultation/approval of Department of Telecom., the same may be officially referred to DoT by BSNL management.

2. The General Secretaries of all the unions & associations of BSNL employees are advised not to refer their grievances directly to Department of Telecom., but instead take up the matter with concerned authority as per mechanism prescribed in BSNL. Moreover, it has also been observed that ignoring the channel of communication as contained in the aforesaid instructions dated 5.5.1987, the District / Circles Secretaries of the unions / associations directly correspond with the Corporate Office. The General Secretaries are also advised to ensure that these instructions are followed scrupulously by all the office bearers of their union / association functioning at different levels.





BHARAT SANCHAR NIGAM LTD.

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F. No. BSNL/20-11/SR/2012

Dated, the 4th July, 2012

To,

All General Secretaries of Unions/Associations of BSNL Employees.

Ref: Member (S), DoT DO letter no. 25-07/2009-SR dated 22.06.2012 addressed to CMD, BSNL.

Sub: Espousing the service matters of BSNL employees by the unions / associations - regarding

Kind attention is invited to this office letter no. BSNL/39-1/SR/2009 dated 19th March, 2009 followed by reminder dated 26th April, 2011 advising the unions and associations in BSNL to desist from addressing directly the Department of Telecom on issues related to their grievances & demands; and to follow the procedure outlined in DOT letter no. 10-12/87-SRT dated 05.05.1987. Despite issue of these instructions, some of the unions/associations are still addressing the Department of Telecom. directly inviting its attention to their demands. In this regard, the Department of Telecom has taken a strong objection to letter no. UF/CHQ/Secy(T) DOT/12-13 dated 15th June, 2012 written by the United Forum of BSNL Executives' Associations and re-iterated that channel of communication has already been defined in DOT letter dated 5.5.1987. It has further been pointed out that the Government is not supposed to enter into correspondence with the Associations on their service matters unless they have been granted recognition by the Government. Considering the fact that the service associations are now being recognised by BSNL and not by DOT and as such, as per laid down principles, the unions/associations should not correspond directly with the Department of Telecom.

2. To avoid recurrence of such incidents in future, the General Secretaries of all the unions & associations of BSNL employees are advised to scrupulously follow the guidelines contained in Part II relating to 'Channel of communications' of DOT letter dated 5.5.1987; and to avoid addressing either the Hon'ble MOS(C&IT)/MOC & IT or the senior officers in the Department of Telecom. directly for redressal of their issues and grievances. They are further advised to take up the issues with BSNL management at appropriate level. In turn, the BSNL management shall take up the issues with the DOT wherever the issue warrants DOT consideration or specific approval of DOT is required. The General Secretaries may also impress upon other union office bearers of their unions/associations not to address the DOT directly and adhere to the prescribed procedure.

Mukesh Meena
(Mukesh Meena)
DGM (SR), BSNL C.O.

Copy for information to:

1. PPS to Member (Services), DoT.
2. PPS to CMD, BSNL.
3. PPSs to All Functional Directors, BSNL.
4. All CGMs, BSNL
5. All PGMs / GMs, BSNL C.O.