



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

(Recognised Association of Executives in BSNL)
SNEA Bhavan, Dharmalayam Road, TVM-695001

Circle President George Varghese DGM, Ernakulam Mob: 9447162900	Circle Secretary Jithesh.K.P SDE, Kannur Mob: 9447707475	Circle Treasurer Suneer.S AO, Circle Office Mob: 9447341693
---	--	---

No.SNEA/Kerala/2018-19/II/130

dated 4th Sep 2020

To

**Sh. C V Vinod,
Chief General Manager Telecom,
BSNL, Kerala Circle,
Thiruvananthapuram-33**

Respected Sir,

Sub: Online Attendance System – our views for introspection reg:-

At the outset SNEA Kerala appreciate your sincere efforts and involvement in every activity of this company for bringing back BSNL Kerala to its pristine glory. We may need to focus on certain areas with some stringent measures for achieving the desired results.

But SNEA Kerala would like to differ from the administration on certain points where the BSNL Kerala unfortunately is focusing right now. During this time of pandemic created by Covid-19 and pandemonium created by VRS, going for such a drastic steps would do harm to the morale of the rather self-motivated work force, who toil really hard and working almost round the clock for filling the huge gap left by the VRS. It may be reckoned that no mechanism or revival package has been implemented by the management so far as envisaged by the BSNL revival package. Even after the elapse of seven months, the cash flow or release of salary hasn't been set right, which was the highlight of BSNL revival package and VRS.

The views of SNEA regarding the online attendance system are narrated below for introspection please.

1. Majority of the field staff are working round the clock without bothering the working time of 9:30 to 5:00. Compelling those self-driven brave heart warriors to fit into the time frame may backfire which in turn would jeopardise the smooth sailing.

2. Many are forced to attend the official works with their own vehicle due to lack of vehicle/delayed payment to the drivers. Many are commuting to work places/fault locations directly from home to save time/expenses. Compelling them to reach the office before and after the specified jobs, only for the sake of attendance marking, would end up losing precious time and make unnecessary spending, which would not fetch results in longer run.
3. There are staff working in outdoors, TIM, BSS, External projects etc. need to attend works to protect/restore our networks, which are not in our control or scheduled as per the convenience of the external agencies like PWD, KWA, Railways, other telecom companies, it may require to work overnight or odd hours. Compelling them to shrink to the prescribed timeframe would not only be detrimental but also will lead to loss of assets.

When all these ground realities are known to everyone in the administration, introduction of a system which would not help to boost the morale of the hard working employees, rather it would destroy the existing peaceful working atmosphere. It may be appreciated that many are attending the works, inspite of their residential area being quarantined due to Covid-19, risking their life only because of their sheer passion for the company. They could have easily availed special leave had they been "system oriented".

Instead of applying these types of surveillance system in common, this can be utilised as a tool wherein the controlling officers are finding it difficult to enforce discipline with the tools which are in vogue. If this IT tool can improve the efficiency of Kerala Circle it is a welcome step but we are afraid will it demotivate the dedicated, self-motivated executives and staff who are facing innumerable embarrassing situation from customers, vendors, labours, land lords etc. and hope better wisdom will prevail.

SNEA Kerala, being a responsible association which always stand for 'Company first' would like to appeal the management, to have an introspection on the issue and issue favourable orders which would take BSNL Kerala to its pristine glory.

Thanking You,

Sincerely Yours



Jithesh K P

Circle Secretary

SNEA Kerala Circle