

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

## KERALA CIRCLE

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



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**No.SNEA/Kerala/2021/6**

**dated 15<sup>th</sup> May 2021**

**To**

**Shri C.V.Vinod**  
**CGMT, BSNL**  
**Kerala Circle**  
**Trivandrum**

Respected Sir,

**Sub: - Request to suspend online attendance system, the discriminatory model of BSNL Kerala Circle, during the period of pandemic - reg**

As you are well aware, we are facing an increasingly severe and intensive situation due the COVID-19 pandemic. Covid 19 cases are growing exponentially and due to the new wave hospitals are running out of room and supplies. We lost many valuable lives including our colleagues due to this deadly disease. The government agencies are consistently fighting to contain the virus and save lives. Taking into account the seriousness of the situation, the Government of Kerala has extended the prevailing lockdown up to 23.05.2021 and declared triple lockdown in four districts – Trivandrum, Trissur, Ernakulam and Malappuram.

The whole State is potentially at risk and the situation is particularly stressful because it's hard to predict how things will develop. Even at this stressful situation BSNL employees are struggling hard to maintain the essential telecom services. But the more stressful and severe thing in this pandemic period is the hanging sword of online attendance imposed only on BSNL employees of Kerala Circle. This has brought disappointment and agony among the employee community in the Circle during the pandemic times and that too when other Telecom Service Providers who are also giving essential telecom services in the country did implement various employee friendly safety measures to protect them from the pandemic by promoting work from home practices wherever feasible.

We are of the opinion that BSNL Kerala Circle administration couldn't act promptly even to ensure basic safety for its employees by providing minimum hygiene standards at its office spaces, premises or washrooms. Sanitization of office buildings, wash rooms, ensuring availability of sanitizers at office

spaces etc were made the responsibility of employees themselves at their cost in the pretext of BSNL' financial crisis even when their salaries were delayed for weeks. In the absence of proper hygiene in wash rooms, many officers particularly lady officers are afraid of using it in offices and force to leave the office early for their primary needs.

During the initial days of launching the online attendance portal, it was conveyed that the purpose of the online attendance system was to record attendance only. But as per field reports, some controlling Officers have gone to the extent of issuing charge sheets to executives based on attendance portal findings. Threatening calls are being received from Circle Office questioning the integrity of executives based on the CDR analysis of their mobile connections. In the absence of public transport while the staff is struggling to reach office the administration is struggling to record the online signing with second accuracy which is really a heart burn.

We are sorry to mention here that the morale of the self-motivated workforce who toiled extremely hard even round the clock during difficult times for filling the huge gap left by the VRS has been severely affected due to the implementation of this unfair and discriminatory model of online attendance system in Kerala Circle. Moreover this is an added fuel to the uncertainty caused by the COVID-19 crisis which exerts extreme pressure on the workforce struggling with really limited resources.

We fail to see a single instruction from Management which recognizes the field reality prevailing in the pandemic other than routine meetings and setting targets as usual. Therefore, SNEA Kerala, being a responsible association, would like to appeal to the management to suspend the online attendance system at least during the period of pandemic.

Sincerely Yours



**Jithesh K P**

**Circle Secretary**

**SNEA Kerala Circle**