

No: SNEA/CHQ/CMD/2015-18/98

Dated 16th July, 2018.

To

**Shri Anupam Shrivastava,
Chairman and Managing Director
Bharat Sanchar Nigam Limited
Janpath, New Delhi-110001**

Sub: Integration of all HR activities like promotions, recruitment, transfer and posting etc under one HR unit – the recent promotions and the anomalies created by it without considering the huge stagnation/backlog in different wings of the same company necessitated the HR integration without further delay.

Respected Sir,

The integration of HR activities like promotions, recruitment, transfer and posting etc under one HR unit was under the consideration of the BSNL management for long time. In fact management has already taken a decision for HR integration in a phased manner. In other companies, all the HR activities are done by the same unit. **The recent developments and the huge disparity created by the promotions among various wings gives enough indication that something is wrong with the HR practices followed by BSNL.** In the promotions, it is witnessed that none of the stream/wing is bothered about the stagnation or requirement of other wings and so on. **Each stream defines the requirements according to their convenience, not as per the policy or requirement of the company as a whole.** Management at higher level also failed to check this bad HR practices followed by the company, rather encouraged the disparity in promotions instead of giving equal opportunity for all. Preferential treatment always leads to anomaly and discrimination. Even after the matter is brought to the notice of senior management, no corrective measure is taken so far to promote the remaining Executives who are otherwise seniors.

It is very surprising that all this developments took place eve after BSNL Board took a historic decision on 28.05.2018 for parity and uniformity in promotions for all the equivalent cadres of different wings. In view of the above facts, it is requested to take urgent steps for HR integration in such a way that:

a) All Promotion/ Rect/transfer for the JTO/JAO equivalent cadres in all the wings are to be entrusted to a single section, say Estt section and b) SDE & AGM equivalent cadres may be entrusted to a single section, say Pers section.

With kind regards,

(Sebastin. K)

Copy to: 1. Smt. Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Shri. Keshav Rao, GM(Pers), BSNLCO for information and n/a please.
3. Shri. A. M. Gupta, GM(SR), BSNL CO for information and n/a please.