



BHARAT SANCHAR NIGAM LTD.

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/31-1/SR/2014

Dated: 6th November, 2015

Subject: Unauthorised audio/ video recording of the proceedings of official meetings - instructions regarding.

Instances have come to notice where audio/video recording of proceedings of the official meetings has been carried out secretly by some of the participants. It need not be emphasised that such unauthorised recording of official meetings is not only unethical, but also violates privacy of the meetings. A lot of discussion in such meetings may be of informal character and it is sole discretion of the chairperson of respective meeting as to what part is to actually form record of the meeting. In any case such meetings are not generally of public character and business interests and image of the Company may also be adversely affected if contents of such recordings are made public.

2. In this regard attention is invited to Rule 4 of BSNL (CDA) Rules, 2006 which, inter-alia, provides that every employee of the Company shall- (i) do nothing which is unbecoming of a Public Servant; (ii) conduct at all times in a manner conducive to the best interest of the Company or which will enhance the reputation of the Company; and (iii) do nothing to lower the image of the Company in the eyes of public. It may be noted that unauthorised audio/ video recording of official meetings is an activity that is unbecoming of a Public Servant. Under Rule 5, 11 and 13 of the said Rules, such an activity may also be considered- (i) as acting in a manner prejudicial to the interests of the Company; (ii) an act which is subversive of discipline or of good behaviour; (iii) an activity which lowers the image of the Company in the eyes of the public; (iv) an act of criticism of Government and/or of the Company; and (v) an act of unauthorized communication of information. Any employee found involved in such activity is, therefore, liable for disciplinary action under various provisions of BSNL CDA Rules and other appropriate action under law.

3. All concerned may, therefore, be advised to refrain from unauthorized audio/video recording of official meetings. This may be given wide publicity among all employees.


 06.11.15
 (Shameem Akhtar)
 Sr. GM (SR)

To

1. All the CGMs
2. All PGMs/Sr. GMs/GMs of BSNL Corporate Office.
3. All recognised Unions/ Associations.

Copy for information to:

4. CMD/Director (HR)/ Director (Fin)/ Director (CFA)/ Director (CM)/ Director(ENT)
5. CVO, BSNL.