



**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

F.No.BSNL/7-3 /SR/2018

Dated the:15.02.2019

### **APPEAL**

I am directed to refer to the appeals issued by this office vide letter of even No. dated 05.02.2019, 12.02.2019 and 14.02.2019 wherein it was requested to withdraw the agitation programme by different Unions and Associations for their various demands.

At this point, it seems imperative to inform all of you that different sources are trying to malign the image of this esteemed organization by spreading fake news with sinister designs and ulterior motives. This false news has spread like wild fire causing confusion among different sections across the society and more importantly, in the minds of our esteemed customers and valued stakeholders. This has also affected severely the reputation of the company.

Such reports has drawn the attention of Govt. and a "Press Note" has been released strongly denying the news stating that DoT would like to see a robust BSNL, duly strengthened and financially viable, dedicated to serving the nation and playing an important role in the telecom sector. The Department of Telecommunication recognizes the values and inherent strengths of BSNL as a telecom service provider with huge infrastructure and reach especially in rural areas.

In the given situation, the strike will only add to such negative perceptions being tried to be created against our company. Such activities may lead to a situation, when even the pay revision by 5% of fitment as being contemplated by the Ministry will also become out of reach and we will be hurting nobody but ourselves and our company the most.

It is reiterated that the role of Unions and Associations has been positive towards the growth of the company and they have always come forward wholeheartedly with full cooperation and support for the initiatives taken by the Management. Their initiatives have been appreciated by the Management and their programme of SWAS, BSNL at Door Step etc. have yielded best results in attracting and retaining customers. We should not forget the fact that BSNL is a company providing public utility and essential services and it plays a major role in the country's development in the field of telephony and data services. Hence, no matter what other says we have to be focussed on our work for providing best services to our esteemed customers as we have demonstrated in the past on every such adverse situation and have always turned the adversities into opportunities. Without being affected by such negative propaganda against our company and irrespective of any kind of provocations, our rebuttal to such negative campaign will only be effective when we improve our productivity and quality of service.

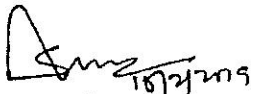
AGM(SR)

It is assured that the Management has been serious and responsive to the demands of Unions and Associations and has shown its sincerity time and again. In this direction, the Management has clarified to the representatives of employees that in view of the present financial position of the company on one hand and to give immediate relief to the employees of BSNL on the other hand, DoT is in favour of DA nutrillization on the basis pay of 3<sup>rd</sup> PRC scales as an immediate measure. This is in view of the fact that some of the groups brought to the information of Management that this would mitigate the stagnation of many of the employees. It has also been assured by DoT that further action for 5% fitment will be initiated thereafter. It may be appreciated that in view of the present financial position, higher fitment is not feasible. These groups have also discussed about other demands like grant of 4 G spectrum, Pension revision and payment of Pension contribution on actual basic pay, to which the Management has informed that these issues are under serious consideration of the Ministry and progressive status of each of these has been furnished by them.

When all these efforts and measures are being taken, a strike in work will not be in the interest of BSNL and may jeopardise the chances of pay revision. There is a golden rule that if the company prospers only then will the employees be happy and prosperous. The protection of one's rights can endure no longer than the performance of his responsibilities.

Thus in the above scenario when channels of dialogues are already open with the Management and DoT and the Management is maintaining positive attitude and total transparency towards the demands of Unions/Associations, going on strike will be self-defeating.

In view of above, it is once again earnestly requested to withdraw the proposed strike and contribute your best towards the growth of the company and sustaining a positive image before the public.

  
(Shyam Arora)  
AGM (SR), BSNLCO

To

1. All Unions.
2. All Associations.

Copy for information to:

1. PPS to Secretary, DoT.
2. PPS to Addl. Secretary, DoT.
3. PPS to Member Service, DoT.
4. PPS to CMD, BSNL CO.
5. PPS to Director(HR), BSNL CO.
6. Joint Secretary (Admn), DoT.
7. DDG(SR), DoT.
8. All CGMs, BSNL Circles.
9. PGM(Pers)/PGM(Admn)/Sr.GM(Estt), BSNL CO.
10. RLC (Central), New Delhi.