

308, भारत संचार भवन, हरीश चन्द्र
माथुर लेन, जनपथ, नई दिल्ली - 110001, भारत
308, Bharat Sanchar Bhawan,
H.C. Mathur Lane, Janpath,
New Delhi - 110001, India
दूरभाष / Off. : +91-11-23734070
फैक्स / Fax : +91-11-23734072
ई-मेल / E-Mail : dirhrd@bsnl.co.in



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

डा० कल्याण सागर निप्पानी

निदेशक (एचआर)

DR. KALYAN SAGAR NIPPANI

Director (HR)

BSNL Board

No: Dir. (HR) BSNL Board/2024/Misc./02

Dated: 12.09.2024

Subject: HR Issues and Initiatives.

Dear CGMs,

At the outset, I would like to extend my heartfelt appreciation to all our field units for the exemplary efforts being put in to achieve greater revenue and implement flagship government of India projects. From HR vertical side, I would like to assure full support and inform you that sincere effort is made by Corporate Office to resolve the issues raised.

Maintaining industrial peace is extant HR policy and we hold formal and informal meetings with recognised unions and associations on the agenda points. It has come to my notice that **many of the issues can be resolved at Circle/BA/OA level in line with extant rules in that matter.** Your kind attention is drawn to letter No. BSNL/5-2/SR/2023 dated 23.08.2024 vide which we have extended facilities to recognized associations at Corporate, Circle, BA and OA level. Accordingly, I would like to urge that local meetings may be held regularly in line with the extant policy and sincere efforts may be made to resolve the issues through peaceful dialogue.

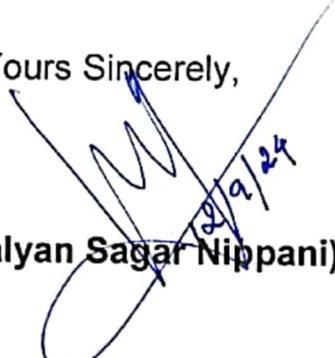
HR transformation is an important aspect of BSNL's revival strategy and I would like to bring the following initiatives to your kind notice.

- i) With respect to our **non-executive employees**, we are looking into **gainfully training and employing them** in areas of OFC maintenance, Sales functions, etc. It is also a union agenda point and inputs in this regard from our field units are welcome and may be sent to Establishment cell of Corporate Office.

ii) With respect to our **officers/executives**, we are looking forward to incorporating their daily inputs through the **People Analytics App** for optimizing our operational processes, sharing information on their team's/BAs/Circle's performance and also celebrating and rewarding outstanding achievements of our teams across the country. Inputs regarding the same are also welcome and may be sent to Restructuring cell of Corporate Office.

With best wishes,

Yours Sincerely,


(Dr. Kalyan Sagar Nippani)

Copy for the favour of kind information to:

1. PPS to CMD BSNL
2. All Functional Directors, BSNL Board
3. Units Heads, BSNL CO
4. GSs of Recognised Unions and Associations. Suggestions are welcome from their side too and may be forwarded to the concerned units of Corporate Office.