



BHARAT SANCHAR NIGAM LIMITED

CORPORATE OFFICE
(PERSONNEL - I SECTION)

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. 400-93/2017-Pers.I

dated 11 -12-2019

To,

All the Heads of Telecom circles/Units, BSNL

Subject: Instructions regarding prohibition on bringing any political or outside influence in respect of matters pertaining to service- regarding

This has reference to the matter of bringing outside influence in matters of service particularly of choice posting, promotions, deputations to outside organizations and other HR matters. Service Rules including the Conduct Rules (BSNL CDA Rules) expressly prohibit employees from canvassing outside influence to bear upon any superior authority to further his/her interests in respects of matters pertaining to his service in the Company (Rule 22). The matter was reiterated vide letter no. 400-180/2015-Pers.I, 04-09-2015 & 400-101/2017-Pers-Policy, 08-09-2017(placed on intranet). For more clarity Standing Rules are as given below:-

“Rule 22. CANVASSING OF NON-OFFICIAL OR OTHER OUTSIDE INFLUENCE

No employee shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in respects of matters pertaining to his service in the Company.”

“Rule 5 (27) MISCONDUCT

Making representations in order to bring any political or any outside influence to bear upon any superior authority to further employee’s interest in respect of matters pertaining to employment, postings or transfers.

In spite of the above standing instructions/guidelines, it has been noted that several employees of BSNL have been seeking to pressurize the higher authority by bringing outside influence for ordering choice posting, promotions, deputations to outside organizations and other HR matters. Simultaneously, they are also sending representations against Corporate Office orders precisely over the same issue which qualifies as a ‘misconduct’ under the BSNL CDA Rules. This behavior reflects negatively on the part of employees of the Company.


It is hereby directed to advise BSNL employees as well as those on deputation/deployment against indulging in such activity in future failing which they shall make themselves liable to disciplinary action as per rules of the Company. While writing APAR, entry in this regard should also be made and necessary disciplinary action should also be taken by concerned circle heads as per extent rules.

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Further, it has been decided that a list of such employees (officials and executives including officers on deputation/ deployment) who indulge themselves the act of bringing outside influence for ordering choice posting, promotions, deputations to outside organizations and other HR matters will be prepared henceforth. Accordingly, it is also desired that the circle heads should also prepare a list of such employees and monthly report in this regard should reach this office by first week of every month.

This issues with the approval of the competent authority.


(O N Tiwary)
DGM (Pers-SM) 11/12/19