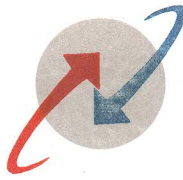


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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LTD.
(A Government of India Enterprises)

सुजाता तपन रे

निदेशक (एच.आर.)

Sujata T. Ray

Director (HR)

Message

Dated - 26.06.18

Dear Friends,

We are in the first quarter of the new financial year. Last year we managed to survive the onslaught of the new telecom entrant reasonably well. This could be done, mainly, because the Management and the employees in BSNL firmly believed in each other. In this hour of difficulty, to keep our employees motivated the Management worked substantially on various HR issues. One such possibility was seen in CPSU Cadre Hierarchy to somehow open up the locked doors of career progression of the executives which remained barred by endless litigation. I am writing this message in the wake of the clearance recently given by the Board to this scheme because in an organisation like BSNL with very complex HR issues, even an honest decision is fraught with the possibilities of controversy and litigation.

This is an accepted fact when it comes to promotion, many people become subjective in their perception and interpretation of events. Even the best possible scheme which may be good for majority of the persons may not be so good for the others and the benefits to each and every one cannot be precisely the same. The Management has to continually assess the impact of any good proposal for one section on the entire manpower. This is why at times management often appear to fail to respond in the manner, which each and every employee believes to be the most appropriate. In reality, we are trying to look at all the opportunities from all sides in order to evolve towards a "win-win" situation.

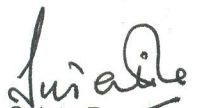
The Management has worked and will incessantly work with the objective to bring about parity in promotions among various cadres/groups and with this sole intension CPSU Cadre Hierarchy has been visualised. The entire HR unit in Corporate Office has worked tirelessly to address all the apprehensions raised by various groups in a most equitable and pragmatic manner and will continue to do so.

We should learn from the past, when the rivalry among various groups lead to endless litigation. In the hindsight we realise that it helped none. It goes without saying that rivalry among employees apart from affecting their promotions is a serious threat to the cohesion and in turn, productivity of the company as a whole. And any such move by individual/groups to disrupt the harmony of the Company shall be thwarted by the Management.

I wish to reiterate the total focus and commitment of the Management to opening up the avenues of promotions wherever they are blocked, in a fair and transparent manner, therefore nobody should feel disheartened. It is my desire to create a culture in BSNL where all the employees whether individually or collectively are encouraged to express their views and I assure that the views, wherever they come from, will be taken seriously.

This is the time for all of us to introspect and resolve that we should not come in the way of others; inter-rivalry and one-upmanship must come to an end; we ought to demonstrate the highest team spirit, the spirit of "BSNL first" and all our actions should be to inspire others; Let us "all live and let Live" with true amicable and fraternal feelings in order to revive this great organisation.

With best wishes,


Sujata Ray