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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)

File No: BSNL/7-7/SR/2016
Dated: 21-12-2016

Message

On successful completion of 1st Membership Verification of Executives' Association, CMD BSNL has appreciated the efforts of all those associated with the process. I once again congratulate each and everyone for this achievement and feel proud to have such a team of employees delivering on each and every such occasion, with full energy and enthusiasm.

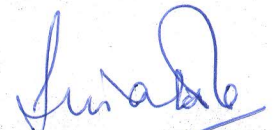
From our business point of view, this is a very crucial stage and we are left with only one quarter in the financial year, in which we have to give our best. At the same time, we are under unprecedented pressure and facing fiercest competition ever. Moreover, we should not lose sight of the fact that our financial performance during the current FY 2016-17 will be crucial factor for implementation of 3rd PRC recommendation in BSNL. All this needs abrupt change in our focus and this idea prompted me to write to you.

We have to keep always in mind that BSNL is a unique company, because it not only provides communication services to our nation but is also an essential component of effective governance. Under the dynamic leadership of our worthy CMD, the company has started on its upward journey of reclaiming its rightful place in the midst of extremely tough competitors. We must unanimously resolve today to spare no efforts for growth of our company. If our company is in a sound position it will be in the best interests of all of us, our families and our nation as whole.

I also want to share my anxiety because of the recurring strikes. We have to be mindful of the fact that every strike has a cost to company as it leads to stoppage of work and whatever best efforts we make later, the loss caused thereby cannot be compensated. Our anxiety about work stoppage is for two reasons (i) the impact on the customers & community at large by way of inconveniences inflicted by interruption of essential services (ii) Cost of strike to the company due to decreased productivity. I urge all those who are in responsible position to address the anxiety and concern of the employees, to work hard to take such benign measures as are necessary to pre-empt industrial tension.

We should make best use of the alternative grievance redressal machinery provided with for redressal of our grievances. All concerned have to see that grievances of the employees are redressed in a just and time bound manner to create a climate of goodwill. We all need to take preventive and timely actions by working on the issues at a much deeper level so as not to give any room for dissatisfaction among the employees.

At the end, I wish you and your family all happiness, prosperity and good health on the occasion of Christmas festival and imminent New Year.


(Sujata T. Ray)