



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

R.K. Upadhyay

CMD

No. C&M-1/Genl. 2012

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Dear ITS colleagues,

As you all know, BSNL was formed in year 2000 from Department of Telecom Services by Government of India with the basic objective that telecom services to the people of India should continue to be provided by a Government Operator along with private operators. The role of government operator is not only to provide services in the same areas where private operator are providing telecom services but also to the non-profitable non-commercial areas which is utmost important for economic development of the country.

BSNL Management has delivered the required performance since year 2000. BSNL has not only maintained the network which was available in year 2000 but also expanded and introduced several new services like internet services in year 2000, mobile services (2G) in year 2002, broadband services in year 2005, 3G services in year 2009 and several value added services in mobile, broadband and even in fixed line. BSNL has very ambitious plans not only to be a force to reckon in broadband, mobile services but also upgrading the fixed line services in which BSNL has a virtual monopoly. BSNL has strong plans to improve upon enterprise services and we are having a growth rate of around 70 to 80% in this area year after year. I would like to invite your attention to various clauses mentioned in NTP-11/NTP-12 wherein Government of India has given sufficient emphasis on continuation of public sector enterprise in telecom sector. NTP-11/NTP-12 also emphasized giving very important role to telecom PSUs for development of telecom infrastructure.

Since the inception of Department of Telecom and subsequently BSNL, ITS officers have played a very important role. ITS officers have provided not only the leadership but also the technical expertise in development of telecom infrastructure in the country. ITS officers are also providing technical and managerial expertise outside India through TCIL. It was a force of ITS officers, who went from DoT to private organizations after liberalization of telecom sector in India and provided the strong technical support in development of telecom industry through private organizations. Therefore, there is no doubt in the technical and managerial capabilities of ITS officers in India.

Today, BSNL is leader in fixed line, broadband and leased line services in the country. It is a known fact that in the last two quarters of current financial year that other private mobile operators' revenue performance compared to similar period of last financial year has declined, whereas BSNL's performance has improved. ITS officers' contribution towards the honours received by BSNL till date is tremendous and nobody can deny that. ITS officers have risen to the occasions whenever situation demanded and came successful in the past.

For the last 7-8 months, BSNL management has taken certain steps in all directions whether they are related to managerial, upgradation of the existing network, expansion of services, etc. I am very happy to inform you that results of these efforts have started coming and are very positive in nature. We expect that with the continuous efforts by the management, and dedication of staff & officers, BSNL should be in a position to turn around the present situation in shortest possible time.

As you are aware that any organization can have stability, growth and take the whole team along even at the time of tough decision making only if the organization has its own cadre and personnel at all levels. We at BSNL acknowledge that despite ITS officers remained on deputation, their dedication to the cause of BSNL was exemplary, that is why BSNL is able to progress and achieve the status which is as on date. However in hyper competitive scenario, it is must that BSNL should have its middle and top management of its own.

Government of India initiated to complete the process of absorption of ITS officers in BSNL/MTNL in October, 2011. Some officers decided to joined BSNL's already absorbed officers' group and provided boost to stability to the company. BSNL with the help of Government has drawn new Recruitment Rules SLDRR 2011 to recruit senior officers from ITS cadre at the level of DGMs, GMs and CGMs. As expected, there are several doubts, which got generated in minds of non-absorbed ITS officers and these doubts are hindrance in taking decision by them. BSNL Corporate Office issued several clarifications from the O/o Sr. GM (Personnel), BSNL Corporate Office to settle most of these doubts from the mind of all the officers. Department of telecom (Government of India), led by Secretary (Telecom) and represented by Member (services), Member (Finance) and other senior officers and CMD and functional directors of BSNL, also undertook video conferencing with Circle Heads to clarify the queries raised formally/informally by non-absorbee ITS officers. It was also clarified by Secretary (Telecom) personally on several occasions that application to BSNL under SLDRR-2011 does not close the doors for receiving further clarifications, clearance of the doubt and subsequent absorption in BSNL. It means that officers, after applying to BSNL under SLDRR-2011 and subsequently after receiving clarifications, if any, will have the opportunity to decide whether to "join BSNL or not" even at a later date.

My friends, it is time for you to take an informed and inspired decision to remain with the Telecom Industry or to leave it and work elsewhere. I, as CMD BSNL, am confident that BSNL will not only provide the salaries and other benefits, but by all indications and sincere efforts being made by rank and file of BSNL and with active support of government, BSNL has a bright future and will be able to sustain all its employees' compensations and benefits besides being able to earn descent profits. Further, all ITS officers who will get recruited now are entitled to receive pension from consolidated fund of Government as applicable and also clarified from time to time.

At this stage, you have to take a call from your professional inner conscience either to serve the Nation for which we all were recruited and have given our services till

date or otherwise. Your decision is also expected to make or break the future of approximately 2,70,000 work-force and their family members who are fully dependent on the existence and performance of BSNL.

This is an historic occasion and I hope you to rise to the occasion, shed your doubts, keeping all information available with you into consideration, without getting influenced by rumors and join the inspirational and motivated team of BSNL for taking up the challenging jobs ahead.

I look forward to your positive decision and taking BSNL ahead on the path of sustained growth and progress.

With best wishes,

-Sd-
(R.K. Upadhyay)