



Bharat Sanchar Nigam Limited
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Section, Corporate office,
8th Floor, Bharat Sanchar Bhawan,
Harish Chandra Mathur lane,
Janpath, New Delhi-110 001

No.BSNL/5-1/SR/2016

Date: 24.11.2016

To

1. All CGMs, BSNL
2. GM(Pers.), BSNL CO

Subject:- - 1st Membership verification of Executive's Associations in BSNL-Duties of Observer.

The concept of observation during Membership Verification mainly by the domestic Observers has evolved in this verification process due to uncertainty over the availability of the Observers from the Chief Labour Commissioner. During the verifications held earlier for membership of Unions, the complaints were far and few between. This should be the efforts of all concerned not to give any room for the complaints and an observer has a very important role to play.

OVERVIEW OF OBSERVER'S DUTY

1. By dint of their seniority and long experience, Observers are expected to be in a position to assist the Management in the conduct of free and fair polls.
2. They will also oversee the efficient and effective management of the verification process at the field level.
3. Their role will start immediately after the appointment and continue during the period of the verification till the submission of their report after the counting process is over. They will provide direct inputs including interim reports when so required considering the gravity of the matter to the SR Cell and/or CRO.
4. They will act as an interface between the management and the verification machinery & the Associations participating in Verification to ensure that the rules, procedures, instructions and guidelines related to verification are strictly and impartially complied with by all concerned. They can randomly check polling process, dispatch/tracking of ballot boxes, counting of ballot papers including postal ballot. They will visit and monitor all polling stations to see that officers deputed for polling process as per the order are available. Observers may ask for their Identity Card and order of their appointment as Presiding/Polling Officer etc. to see that any unauthorised person is not found at the station.

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4. Their inputs/observations are confidential and solely for the use of the SR cell or CRO and not for any other agency including media.
5. It is clarified that while the formal report/input/observation sent by the Observers are meant for the use of the Management, it does not mean that the observers will not discuss with the RO/ARO/Presiding Officer/ Polling Officer or Counting team about their observation on various aspects of verification process; this is in order to facilitate midcourse corrections. All the concerned functionaries will explain the reasons and propose corrective actions on the observations of the observers. They will take such actions as are desired by the observers to their satisfaction. For this purpose the Presiding officers will keep a set of Guidelines issued by SR Cells from time to time after 25.05.2016 including a copy of Recognition of Executive Association Rules for ready reference. Failure of the officers in charge of the process to take immediate corrective action or any irregularity or any undesirable behaviour shall be brought to the notice of SR cell/ CRO promptly.
6. However, the Observers shall submit their formal reports to the SR Cell and/or CRO only and not to any other person including the functionaries mentioned above.
7. It should be kept in mind that the objective of the deputation of the Observer to point out the non-compliances for immediate corrections and to facilitate field administration in ensuring a free and fair poll.
8. At the end of the whole process the observers will give a report to SR Cell of the Corporate Office. The details of the officers are as follows:

Name & Designation

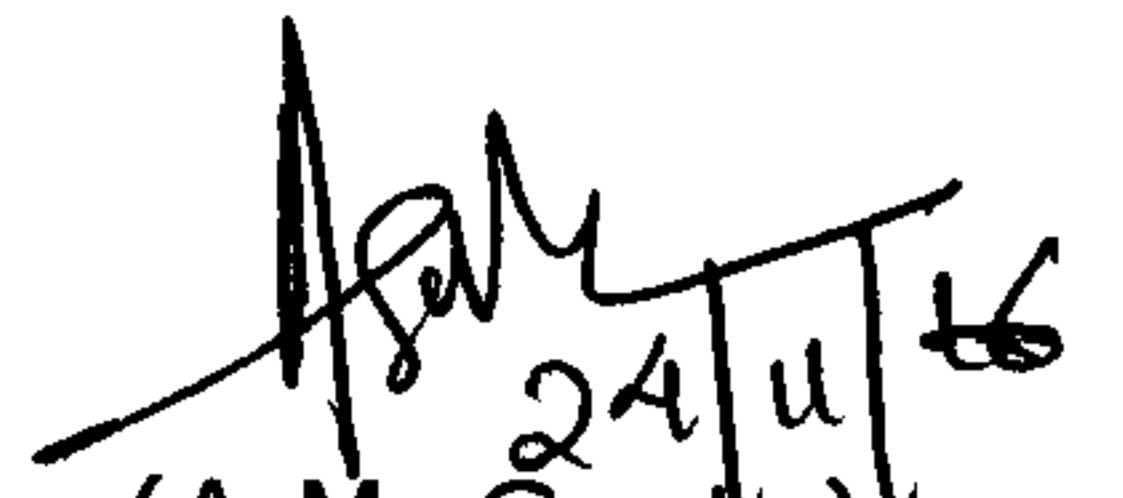
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