



SANCHAR NIGAM EXECUTIVES' ASSOCIATION,

Central Head Quarters, New Delhi.

Brief Note on approval of Sabbatical leave for BSNL Executives

Ref: Discussions held in formal agenda meeting Dated 04/12/2024.

With reference to the above subject and the discussions held during the formal agenda meeting, we convey our sincere thanks for discussing in detail and appreciating our presentation for introduction of Sabbatical Leave for BSNL Executives.

Accordingly, as advised we are submitting the following details for kind sympathetic, and favourable consideration for approval of Sabbatical Leave for BSNL Executives.

- BSNL is presently functioning in a rapidly evolving telecom environment characterized by continuous technological advancements, digital transformation, and increasing market competition. In such a changing scenario, there is a growing need for executives to continuously upgrade their technical knowledge, managerial competencies, professional skills, business acumen, and academic qualifications.
- Sabbatical Leave is recognized as a progressive Human Resource policy in many reputed PSUs and organizations. The facility has already been approved in MTNL, another PSU in the telecom sector. Such a provision enables employees to pursue higher education, specialized technical training, research activities, professional certifications, management courses, and skill enhancement programmes, which ultimately benefit the organization through improved efficiency, innovation, and productivity.
- The introduction of Sabbatical Leave in BSNL would provide several long-term organizational benefits such as enhancement of technical and managerial capabilities of executives, encouragement for higher studies and professional development, improvement in employee morale, motivation and retention, development of a more skilled and future-ready workforce, and strengthening of organizational commitment and employee satisfaction.
- It is pertinent to mention that BSNL Executives have continuously contributed towards organizational growth, network expansion, service delivery, and implementation of new technologies under challenging conditions.
- Even under the present difficult circumstances, some executives are successfully pursuing higher education and acquiring additional skills, but this is possible only with great hardship and only for a limited number of executives who have access to educational institutions near their place of posting and whose timings are manageable. In most cases, it becomes extremely difficult to simultaneously manage office responsibilities and pursue higher education or acquire advanced business and technical skills as expected in the present competitive environment.
- It is also submitted that the timings of universities, management institutes, and professional training institutions generally coincide with office working hours, making it practically difficult for executives to balance both responsibilities effectively.
- Further, many executives are facing genuine family-related difficulties requiring urgent personal attention, particularly in cases involving critical health issues of family members, educational requirements of children, and

other unavoidable domestic responsibilities. In recent years, BSNL has also implemented Inter Circle Long Stay Transfers, due to which many executives are posted away from their families. In such situations, despite their sincere willingness to discharge official responsibilities efficiently, it becomes extremely difficult to balance both organizational and family requirements.

- Therefore, providing Sabbatical Leave facility would not only reduce the hardship faced by executives in meeting urgent family and personal requirements, but would also motivate them to acquire advanced expertise and contribute more effectively towards BSNL's long-term growth, modernization, and revival.
- It is also important to mention that approval of Sabbatical Leave would not result in any financial loss to BSNL. On the contrary, during the leave period, the expenditure on salary and related benefits may be substantially reduced, thereby contributing to overall financial savings for the organization while simultaneously supporting employee welfare and professional development.

We would like to submit that we have no objection if BSNL Management considers implementation of Sabbatical Leave, the same as available in MTNL or with suitable modifications after discussions on the subject matter.

We therefore request your good self to kindly consider and approve this proposal for Sabbatical Leave for BSNL Executives and provide an opportunity to executives for pursuing higher education, acquiring advanced professional and business skills, and addressing emergent family requirements.
