



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. Arvind Vadnerkar ji,
Director HR, BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
H.C. Mathur Lane, Janpath, New Delhi.

Letter No. SNEA CHQ/Corr/Dir HR /2022-23

Dated 3rd July 2023.

Sub: Request for modifications required in ESS Portal w.r.t. membership Change Over window to reduce hardship and difficulties faced by executives in submission of Membership options.

Respected Sir,

First of all, we convey sincere thanks and gratitude for considering our request to accept the membership changeover /opt out options through online mode in ESS and supporting green energy programme of GoI thereby saving thousands of papers used for hard/print copy options.

We are also thankful for incorporating changes for use of ESS portal and permission to ESS login only with OTP and reducing chances of misuse of ESS Login by someone, thereby increasing security in use of authorized ESS login.

We are further thankful for withdrawing the authority of generating reports about membership of different associations during window period. This action has played vital role in reduction of pressure tactics being adopted against executives in BSNL by leaders of some associations and by controlling officers for joining particular association by submitting option under pressure.

We are also thankful for making the process of submission of membership option easily and making the process smooth as this will also stop last minute disputes in submission of hardcopy options wherein executives were compelled in submitting option to multi associations.

As per the present procedure and provisions in ERP/ESS login, the executives are given only two options either to optout or to changeover of membership from one association to other. But there is no option to confirmation of membership of the existing associations. Many of the executives have requested for provision of option for confirmation of their membership as till their membership is open and not locked in this window, they are getting pressure from the leaders of certain associations and certain Controlling Officers to change over the membership and once option is confirmed and locked, no one will be pressurized for changeover of membership.

In some cases, the controlling officers are calling executives under their control in their chamber and forcing subordinates for changeover of membership to particular association. It has also come to our notice that in some cases some group of officers seating in one cabin are calling executives to their chamber and asking for ESS OTP and changing their membership. One such written complaint has been brought to notice of PGM SR BSNL

CO and we are hopeful that immediate action is taken to review the multiple option submitted from one particular computer and circumstances why options are being submitted in mass form a particular computer, when every executive has computer either individually or on sharing basis.

We have already requested your good office about the difficulties faced by the Executives due to restriction of only one option available during this window period and not allowing any corrective action to changeover membership. In some cases, executives have opted out with understanding that to change over the membership he has to first opt out and then only he can join other association. In many such cases, the concerned executives have requested to have one more option for correction of option submitted.


In view above circumstances and to make the online procedure more user friendly, easy to use and mainly to overcome the difficulties faced in submission of options, we request your honour:

1. To provide one more option for submitting corrected option by individual.
2. To provide option for locking existing membership of association.
3. To provide make sure option before submitting the option finally with certain binding instructions in pop ups.
4. To make provision for Confirmation SMS on submission of Membership confirmation/changeover/optout option.
5. To make provision for sending SMS/Email alert in case there is any change in membership either with his consent or without consent as being done now.
6. To make provision for showing name of association in Salary slip of executive to which his/her association subscription is deducted.

We are hopeful that our suggestions will be given due consideration so as to make procedure of Changeover of association membership more useful for BSNL, its executives and associations.

With Warm Regards,

Sincerely Yours,


M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. Director Finance for kind information please.
3. PGM SR BSNL CO for kind information and n/a please
4. PGM Pers BSNL CO for kind information and n/a please.