



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

All Communications  
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,  
Director HR, BSNL Board,  
3rd Floor, Bharat Sanchar Bhavan,  
H.C. Mathur Lane, Janpath, New Delhi.

No. SNEA CHQ/Corr/Dir HR /2025-28

Dated 28<sup>th</sup> July 2025.

**Sub: Submission on issues created due to arbitrary changes made in procedure and practices for marking online attendance and request for immediate corrective action for settlement of mass unrest among executives and taking steps forward for creating strong trust between Management and Executives in BSNL.**

**Ref:** 1. Letter No. BSNLCO-ADMN/62/6/2020-ADMN Dated 08/07/2025.

2. Letter No. SNEA CHQ/Corr/CMD BSNL/2025 Dated 09/07/2025.

**Respected Sir,**

With reference to above subject and letter and meeting held with your honour on 10/07/2025 in presence of PGM SR/RSTG and discussions with PGM Admn/Estt on this subject, the following is submitted for kind and sympathetic consideration and review and withdrawal of stringent conditions applied in marking online attendance with compulsions to mark attendance only through Mobile app by each and every Executives and Employee in BSNL.

Though we were assured by your high office of looking into issues submitted by us, the Admin section seems to be in hurry in implementation of this stringent online attendance and hence the action has been initiated for implementation of face locking first for all in Corporate Office Delhi and some Circle/BAs have issued instructions for the same by addition of more stringent conditions.

It is unfortunate that now days certain CGMs and BA Heads have feeling that if they implement any instructions from BSNL CO in blind approach, then only they will be awarded or graced by the BSNL Management and they have forgotten their responsibility to put the factual position in field units, issues and difficulties in implementation of such anti employee /anti executive orders, which is more dangerous for the growth and development of BSNL. We request to bring change in such an attitude of these certain officers and to direct them to give actual feedback to the Circle/Corporate Office on all such issues adversely affecting the working of BSNL.

It may be seen that Punjab and Telangana Circles have issued different instructions on Mobile App Online Attendance as per their interpretation and understanding. If we go through the letter No. PBCHD -COMM/ADMN/11/ (21)/17/2022 dated 24/07/2025 issued by the Punjab Circle, we find that the instructions are more dangerous than those issued by the Admin section, BSNL CO. **Copy Attached.** This letter has added instructions on AFD, its settlement only as dies-non or EOL, level of officers to mark On duty, non-acceptance by Admn section the leave recommended by controlling officer against AFD, action against controlling officer for recommendations of AFD etc which are not part of BSNL CO letter.

Telangana Circle vide letter No. TT/STA/Online Attendance Corr/2025-26/ dated 18/07/2025 has issued time line for implementation of these order mentioning key features of Device, Location and face locking. **Copy Attached.**

As per data published on social media, Kerala Circle has allowed working from Home for some executives and thereby allowing a flexible attendance system in some kilometres, but

other circles are rigid for 150 Metres. **Copy Attached.** The similar is the case with about all BAs and circle and everybody is implementing the orders in its own style and understanding.

Due to different instructions by different units/Circles, there is no uniformity and it has created much confusion. Due to these stringent conditions by Admn Section BSNL CO and more stringent and complicated orders by Circles/BAs, there are much issues, fear and confusion created among the executives and Non-Executives. We are receiving many messages and call for clarifications of the same and mainly there is feeling among executives that Management is deliberately harassing the executives and not resolving any of HR issues. We have shared all such SMS to DGM Admn BSNL CO for understanding the mass unrest and deep feelings of executives on such anti executive actions by BSNL Management.

As such, in continuation to our discussions in different meetings held with Management since issuing of this letter by BSNL CO and our letter dated 09/07/2025 under reference 2, we are submitting our views on impact of proposed changes in online attendance system and compulsions for marking attendance through mobile app with face/device locking etc and the details are as follows.

**1. Arbitrary Changes which are not practical:** We have consolidated the anti-executive and arbitrary changes made in the existing online attendance procedure vide letter dated 08/07/2025 and details are as follows.

- a. All Executives and Employees are compelled to mark attendance through Mobile app which is most difficult task as BSNL has not provided Mobile handset to any of Employees and amount given to majority of executives in just Rs 5000 in which android mobile handset is not available to meet high quality camera resolutions for effective attendance from front camera as desired in this letter.
- b. Ongoing Portal based attendance will be deactivated after activation of Mobile app and simultaneous use of Mobile app and Portal is not allowed.
- c. The radial distance for putting online attendance is reduced and now attendance is allowed only from distance of just 150 Meters
- d. Powers of Marking on duty in emergency, administrative reasons are withdrawn and attendance reports will be prepared only on the basis of marking of online attendance through Mobile app.
- e. Though it is not directly mentioned in letter, but it has been implemented that OTP sent for registering on Mobile app or otherwise by OTP portal will be directly go to the online attendance app with consent of individual and if individual do not give consent , then he/she is not able to register in Mobile App and hence not able to mark attendance.
- f. In letters issued by Circles/BAs, the attendance is to be marked only from BSNL Mobile connectivity and not from other operator number which is not practical for face locking attendance at majority places including BSNL CO where BSNL data availability is not sufficient to meet these requirements.

**2. No Consultation with the Majority Association and direct Violation of BSNL REA Rules 2014:** We have repeatedly requested to discuss such issues impacting on executives with SNEA as the only recognized Majority Association in BSNL before any such new idea is being introduced. But this time also the order for Mobile App Attendance has been issued without any even preliminary discussions. We are hopeful that due care will be taken in future for any such action. If issues are discussed before its implementation, then opinion building can be done on good ideas by the BSNL Management and certain ideas which are not against interest of BSNL & its executives can be discussed and decided without any such hue and cry as happening now. As per BSNL REA Rules it is mandatory to have such meetings with the Majority Representative Association and it is our duty to support good initiatives of the Management and oppose bad ideas. As such, we once again request to discuss all such issues having direct impact on Executives with SNEA as Majority Representative Association and avoid the hue and cry being seen on each and every proposal by Management wherein chances of acceptance of good ideas if any also reduced and it is blamed that associations are opposing all such proposals from Management.

**3. One more action out of Series of anti-executive actions to create mass unrest during the Membership change over window:** We have already brought to your kind notice that since last few months, the BSNL management had a series of anti-executive

actions and these actions seems to be taken deliberately to create mass unrest among executives. It is totally disappointing to see the timing of this letter with such harsh and inhuman conditions during membership changeover window. We feel it is one more letter out of such series of letters creating mass unrest among the Executives and attempt to prompt more executives to opt out from Membership of Associations. Management has to create healthy atmosphere, but it is most unfortunate that Management is creating mass unrest by series of anti-executive actions and we once again convey our displeasure for the same.

- 4. More trust on employees of consultant Company BCG and disbelief on own workforce of BSNL:** We put on record that BSNL management is believing and trusting more on recommendations of BCG and not giving any consideration to views of own executives in BSNL even though BSNL Executives have much more talent, work experience and understanding of issues as compared to employees of BCG. The BCG is a totally administrative company and we have seen their representatives taking all feedback from Executives in BSNL and presenting it to the BSNL management through attractive presentations. We are sure, if they are given tasks as proposed by them for BSNL executives, they also will not be able to complete the task proposed by them as they are proposing something so-called out of box and also something which cannot be implemented in BSNL being a PSU serving in the most volatile telecom sector. We have no issue for such non-productive proposal from BCG as they are justifying huge amount of payment BSNL has to pay to company as per MoU and it seems to be their duty as per MoU to suggest such ideas of creating pressure on executives and specifically for squishing executives to last drop of their blood. Such anti executive suggestions are always given by consultants to justify their payments and project some extra ordinary work and achievement by them. But how BSNL Management can follow each and every suggestion of BCG without making any changes as per the work culture and requirement of BSNL is matter of concern for all of us.
- 5. Conflict between need of BSNL Executives for 24X7 hours services to meet exigencies and extremely high targets of 99.9% uptime and binding Office Hours Online attendance:** This strict and binding online attendance system may be useful in Government Organization which has limited working in boundary or Compound walls of the administrative unit or factory. Once these officers are coming out of office, they will never be required to go back to office for attending faults or meeting any emergency situation. BSNL has a different work culture and our priority is to provide quality services with 24X 7 hours Emergency working pattern with required flexibility for the executives who are giving their best to BSNL. As per work culture followed in BSNL due to Emergency Service act, its Executives are on job for 24X 7 pattern and particularly executives in field units, they cannot complete their entire office task in a given period and much work needs to be done even after or before office hours and we all are doing it. Hence executives cannot be restricted to routine office 'babu' type pattern of 1000 Hrs to 1730 Hrs working as being done in all administrative Government Offices. BSNL Executives needs to be given free hand to be on duty 24X7 without such extreme compulsions with stringent conditions of face/device locking and by purchasing own device. If Management really wants that output is required under Mission BSNL First and Revenue First, then please keep this Mobile based Face/Device locking attendance at last. Otherwise revise the rules of 24X7 emergency services and limit it to only Administrative Babu type office requirement. Please note that both 24X7 Hours Emergency services and typical Administrative work culture cannot be implemented at a time and hence BSNL has to choose either of them.
- 6. Stop selective Comparison between Govt Offices and BSNL or make comparison in all respects to bring parity on all points:** During our persuasion with PGM Admin BSNL CO and in meeting with your good self also, it was informed that such strict attendance is implemented in all Govt Offices including DoT. In this regard, it is submitted that as of today there is no comparison in working of Govt offices and BSNL and we have to stop such comparison on a selective basis. If such comparison is to be done then it should be in all respects and not only for face locking attendance. Even the method and procedure used for online attendance by the Govt Offices including DoT is not followed by BSNL in the same pattern, how such comparison is being done needs to be critically analyzed. **In all Govt Offices including DoT, the Face locking attendance devices and equipments are provided by the Government** and employees are not

compelled to purchase the Equipments as being done by BSNL. Also please see the difference between the facilities, pays and perks being provided to officers in Govt Offices including DoT and BSNL officers. If Management is ready to bring parity on the facilities, pay and promotions for BSNL officers at par with Govt Officers, we have no issue. **Please provide parity in all respects or stop such unwanted and selective comparison with the intention to harass the executives in BSNL as is being done now.**

7. **Difference in complex working needs of BSNL and only administrative working needs of Government offices:** It is to inform that the working of BSNL is totally different from any other Government Institutions or PSUs. All Government offices are administrative units and BSNL is PSU converted from Govt Dept to PSU to meet Telecom requirement of India which has complex working nature of Administrative, Technical and emergency services with multiplicity of jobs assigned to Executives in BSNL. DoT is administrative unit and BSNL is for providing Telecom services to Indian Public and this was the reason and base for separation of BSNL from DoT. About all Technical offices and even officers in administrative units of BSNL have to render their services under Emergency service duties which do not have fixed office hours. But one has to give his/her best as per demand of situation and circumstances. As such whatever is applied for working Pattern in Administrative Govt Offices cannot be implemented in BSNL which has complex working and same needs to be given due consideration while applying such new pattern of fixed hour duties.
8. **Step against the Revenue First Mission by CMD BSNL:** One side CMD BSNL is insisting for 99.9% uptime wherein one has to put his best efforts during working hours and even after routine working hours and such stringent and binding online attendance will defeat the very purpose of Technical requirement of BSNL. By putting such typical babu type conditions and restrictions please do not work against the mission of Revenue First by CMD BSNL. For such special missions, BSNL has to identify the efficient and potential officers and they must be given freedom from these routine restrictions like online attendance and provided required infrastructure to meet Revenue First Targets. By introducing such binding Mobile app attendance, please do not work against directions of CMD BSNL. Let the executives with tension free atmosphere, give their best in support of the **Mission 'BSNL First and Revenue First'** by CMD BSNL.
9. **Diverting Focus on Development and growth of BSNL by introducing such nonproductive ideas:** Certain officers in BSNL are known for such anti executive and anti-employees actions just to divert the attention of BSNL workforce from main issues related to growth and development of BSNL and this time may be under influence of BCG projecting that employee and executives needs to be more squeezed and then only the target of Revenue First will be achieved. For BCG employees and certain officers in BSNL, it may be first time 'BSNL First' but for the majority of BSNL Executives and Employees **"only BSNL is First for their lifetime"** and even their own family also is at second position for them. It is unfortunate to see that certain officers in BSNL are thinking to the lowest level that there will be improvement in work efficiency of the executives with this face/device locking but at least Management has to understand reality and stop such officers from thinking to such lowest level and direct them to focus on core issues related to growth and development of BSNL and ideas of revenue generation.
10. **Either ask for efficiency or compliance on such non-productive activities:** Management has to decide priority either for strict attendance or achieving targets and priority to work completion. From many actions by BSNL management in recent past, it is being wrongly projected that employees and executives are not performing up to then mark and hence to improve work efficiency such ideas are being implemented. In this regard, it is to inform that BSNL workforce has always given its best and hence it has survived in all odd conditions of the Indian Telecom Sector where International Telecom Company Vodafone Idea has faced difficulties to the extent of handing over 49% Company ownership to Government of India. BSNL is performing in better positions with devoted efforts of its workforce. CMD BSNL has also categorically recognized and has given credit to the workforce of BSNL for bringing it in net profit after 17 years period. But unfortunately some officers in BSNL are targeting such an excellent and obedient workforce, by putting such non-practical ideas and spoiling the working of BSNL. Management has to decide its priority either towards binding attendance with



face locking or achieving Targets in these most difficult conditions of the Telecom sector. Please note that either Online Mobile App Attendance or targets of huge task can be achieved to a better extent and its management to decide what is its priority and we will go ahead either of options selected by Management. We will be most happy if Management agrees for need of BSNL Executives only during period of compulsory attendance of eight to nine hours per day and make them free from office works once they have completed prescribed duty period for the day required under this strict online attendance through face recognition and device locking and no executive should not be held responsible for anything happening before and after the concern executive marks duty in the online attendance system.

11. **Issue needs to be decided by keeping in mind the Vigilance angle and guidelines thereof:** Many works are done by BSNL Executives after office hours as many executives continue to complete work without bothering to duty hours by understanding its emergency and need of situation. If somebody completes some emergency work of attending faults or completes some office work, clears some e-files before or after marking online attendance, then it will be a bad act in the eyes of vigilance. Hence nobody will be able to do the office work before and after office hours as is being done now. It is a fact that after VRS 2019, the workload is such that nobody can complete the assigned work/tasks in given duty hours. Efficient systems like e-file are introduced for flexible working and one can complete it even after office hours. If we restrict office hour duties, and work done by anyone before/after he/she is marked in/out and if this action comes under the scanner of vigilance doubting integrity of the executives. Thus implementation of a strict and rigid attendance system will have a direct and adverse impact on overall work efficiency of BSNL Executives calling for issues from vigilance angle and hence needs to be given due care.
12. **Respect the Feelings of the Executives in the field units:** The executives in field units are getting much negative information about anti executive actions of management and such actions for applying stringent and non-practical and non-productive ideas directly impacting the working of executives. Such attempts have already demoralized the executives in field units. Due to series of anti-executive decisions in recent past and non-resolution of pending HR issues, the level of frustration among executives has enhanced to extreme extent that executives are doubting on intentions of Management. Instead of asking for news of PRC or resolution of any HR issues, nowadays some executives are waiting for any proposal of VRS so that they can get rid of all such day to day harassment and negativity thereof. The executives who are devoting duties have feelings that Management at Corporate office is doubting their integrity and instead of extending support to field executives, the attempts are made to digitally arrest the officers in office which will have adverse impact of business of BSNL.
13. **Dual stand on flexibility to Executives:** Your good self may remember that during discussions in your chamber on grant of second Saturday to field executives it was expressed by PGM Admn/Estt that the field executives are having flexibility to be present in the office and hence they cannot be granted the Second Saturday Off. But now the action is being taken totally against this stand of the Management. While granting second Saturday off, the flexibility is shown and the same is withdrawn by implementing the digitally arresting attendance system. The Management has to have a clear stand and has to decide issues with a uniform stand. Please stop taking such dual stand just to harass the executives on a selective basis. In case it is decided that only Mobile App based face/ device locking attendance is to be implemented at any cost, then please grant Second Saturday to all Executives in field units as their flexibility will be withdrawn with face/device locking Mobile app attendance now.
14. **Punish Culprits but safeguard and protect innocents:** We agree to your say to some extent that even after implementation of online attendance system with location locking, some executives and Non-Executives are marking fictitious attendance. It may be please noted that while punishing the guilty is important for justice and deterring crime and criminal activities, but wrongful conviction of an innocent person is a grave violation of human rights and can have devastating consequences for the individuals and our organization BSNL which has Pan India existence as strategic partner of Government of India. We have no issue, rather we propose to take action against fraudulent Employees, Executives and also GM PGM Level Officers who mark fictitious/fraudulent attendance,

but for their mistake all other obedient and honest executives and employees should not be blamed and defamed as is being done now.

- 15. Management should lead with examples to make others follow:** We will submit that the executives in lower management and employees follows their senior officers and your good self and CMD BSNL are well aware about facts that some GM/PGM level officers heading BA/Circle/units are putting such fictitious attendance through the executives and employees working under them. If higher officers are not following rules, how does Management expect from below level executives and employees to follow such strict discipline. BSNL has to take initiatives to see that higher officers are leading by setting examples of ethical attendance and physical presence and make others to follow it more ethically and punctually. But such compulsions only for the below executives and employees will not bring desired changes as expected through the Mobile app attendance with face/device locking. In the BSNL Corporate Office and some other locations, if a PGM level officer is allowed for such fictitious attendance, then how does Management expect it from below executives and employees. If such extreme discipline is to start, then it should start from 100% higher officers in the management and for this keen persuasion and monitoring is required which is totally missing as of now. Once discipline is implemented among each and every officer in Management, it will be definitely followed by juniors as desired by Management.
- 16. Sufficient conditions and restrictions by online attendance are already in force:** Till now, BSNL also has taken many initiatives in the last two years of online attendance implementation and by now more than 98% Executives are following this as discipline and responding to it authentically. Till now with location locked attendance implemented at some offices like BSNL CO the attendance efficiency has been reached to 98 % and remaining percentage needs to be monitored personally by their controlling officers as they are tuned to play with system whatever you want to put stringent condition and not by proposed method by squeezing the honest and sincere executives who following online attendance and also putting their best efforts for BSNL which has been always appreciated by CMD BSNL.
- 17. Believe on work culture and Trust Executives in BSNL:** BSNL is having high work culture and the executives are known for completing office works from making expenditure from pocket and this has been well established during Corona period and this can be checked from ERP records wherein lakhs of rupees of many executives paid from pockets and required for reimbursement through proper channel are unsettled for years together and now no chance of its reimbursement. With such self-discipline only, the BSNL has recorded Net Profit in the last two consecutive quarters and the same has been appreciated by CMD BSNL in many meetings and public forums. But when it is time to enjoy and get satisfied with such rich work culture and discipline being PSU, the certain officers behind this mandatory Mobile app attendance are defaming BSNL Executives by wrong projection that the executives and employees of BSNL are not adhering to online attendance ethically and are not disciplined and hence such more stringent restrictions with new concepts of compulsory attendance from Mobile app, Location Locking, arbitrary changes in Monitoring, addition of new features like Face recognition, Device Locking and Binding of SMS with App etc are being introduced, which is disgusting and far away from fact. This is nothing but breach of trust between Management and executives and this repeated actions by doubting each and every Executive and Employee by the management is the reason for mass unrest and hence everybody is registering the protest against such action by Management. We have already shared details by SMS and meeting on 10/07/2025 and we are thankful that Management has understood the factual position and mass unrest and assured for review action on all these burning issues.
- 18. Trust the BA/Circle Heads of BSNL:** Management has to trust its Own BA/Circle Heads and activities of each and every Circle/BA Heads should not be doubted as is being done now. Please believe in Circle/BA Heads to minimum level of marking attendance and do not leave everything to the machine as proposed now. Otherwise there will be total breach of trust and everybody will work in monotonous mode of machine without looking into practical requirement of BSNL and its network availability for 24X7 which is need of time and only way for survival of BSNL in this competitive market. Already about all powers of BA Heads are withdrawn by centralized activities

and if this power of attendance is also withdrawn, they will lose all respect in eyes of workforce working under them.

- 19. Over dependency on Machines for routine works will reduce the interaction between subordinate and Boss:** In earlier days the controlling officers have certain powers to control subordinates and this was reason that the subordinates staff was respecting to the controlling officers and marking attendance and sending timesheet including absent were some of authorities with controlling officer. But as of now BA Head and Circle heads do not have financial powers to meet practical requirements in field units and if the powers like marking on duty due to some technical/administrative or personal lapse were left with controlling officers. But this letter withdraws these minimum powers and hence the chance of increasing the attitude of marking online attendance and not bothering the controlling officer for work are more. As of now, some discussions are held and with these changes the present relation between subordinate and controlling officer will come to end and everybody will bother to put online attendance by hook or crook, but will not bother for directions of controlling officers and subordinate boss relationship which is soul of effective working will come to end adversely affecting working of BSNL.
- 20. Provide Compensation for extra works done after office Hours:** If management is insisting only for the strict implementation of online attendance with face/device locking and also compelling to perform duties after office Hours, then please make arrangements for compensation of such extra hours put by the executives beyond office hours. BSNL has no arrangement for recognition of such devoted services by many executives who are devoting for BSNL even after office Hours and hence there should not be restriction for such binding office hours attendance for the BSNL Executives. All executives will be ready to put face locking attendance if they are compensated for any extra office hour working, if not stop the compulsions on face locking attendance.
- 21. Lack of Infrastructure for marking online attendance at par with Govt Organizations:** While implementing any such digital idea, concerned officers should have done assessment on availability of Infrastructure for implementation of such extreme ideas whose success depends only on availability of minimum required infrastructure. Govt Offices first arranged infrastructure from the office expenses and then are compelling for Digital attendance with face locking and there is no concept of self-device and its locking by administration. In this case of Mobile app Attendance, all more than 58000 Executives and Non-Executives scattered at different corners of India including remotest places in all India Hard Tenure stations and most backward and remote places in India, are facing issues due to not availability of BSNL Mobile signal, mobile handset, and quality of handset to recognize face. Recent Transfer orders Pers section has made certain compulsions for posting of AGMs at SDCA level where chances of availability of BSNL network connectivity are less and if available its availability depends on backbone, availability of infrastructure of BTS and OLTE etc. At many locations, connectivity is not available for hours or days together and many times connectivity of private operators are also not available. Due to lack on infrastructure and non-availability of the resources at all locations, the chances of marking attendance beyond the purview of proposed SOP will be direct violations of guidelines issued by BSNL CO and this may be reason for disciplinary action for disobeying office instructions and some controlling officer may use it as tool for harassing executives and employees by quoting such reasons. BSNL has to first arrange Infrastructure at its office premises so that everyone easily marks attendance through this office system and not through mobile. Otherwise BSNL should provide full pledge and capable mobile to each executive so as to use face/device locking facilities.
- 22. Similar Prompt Action for resolution of Pending HR issues must be taken before implementation of such Non-productive ideas:** You are kind aware that there are many HR issues pending for consideration by management and even issues with no financial implication are not given consideration but such stringent condition are applied on executives given their best in the worst working conditions. Hence before going ahead with such anti executive and Non-productive ideas, please give consideration to long pending HR issues as assured in our different meetings with your honour, CMD BSNL and also in formal agenda meetings. It is not that none of pending HR issues can be given consideration, but it is the lack of initiatives and enthusiasm

required for resolution of HR issues as seen in the implementation of such anti executive ideas and there is need for a change of approach and priorities on dealing with the issues.

- 23. Need of Restoration of powers of controlling officers for marking On Duty:** The powers available to controlling officers to mark on duty may be restored and any such suspicious activity of fake attendance on repeated occasions may be checked on sample basis and for such suspected cases but each and every executive and employee should not be punished by doubting his/her integrity. We have no issue in location locking and its distance may be kept at least 500 MTRRs from the Office location for marking online Mobile app attendance. This is required by understanding the diversity of availability of BSNL Mobile network and if distance is not to be reduced then all office location needs to be provided Wi-Fi services for secured network for marking attendance in limited distance of 150 radial distance as proposed.
- 24. Need to understand Practical position and expectation out of 100% result with any such idea:** Management has to understand that 100% output or results in any action are impossible. Even after stringent conditions applied by BSNL with face locking and device locking also the individuals who are putting fictitious attendance will find new ideas for the same. Management has to understand that it is not possible to check and ascertain 100% genuine attendance. This can be achieved by only trusting controlling officers and sample checks which is quite possible. Present efficient online attendance by the Executives is the highest achievement and please understand remaining will find out more ideas to put fictitious attendance even by this face locking and device locking method.
- 25. Use this talent in other productive works:** It is crystal clear that even after such extreme efforts for Mobile App attendance with face and device locking arrangements, the BSNL management will not be in position to achieve the desired goal of 100% genuine attendance. Hence please do not waste energy and resources of BSNL on such no achievable targets and this talent and energy of the executives involved in developing and implementing Mobile app attendance may be used for many other needs of BSNL such as Developing portal for taking the FTTH Feasibility all over India, to improve Voice Quality and Data Speed/ coverage of Mobile services, to start the ILL Utilization Portal which is not available since 01/07/2025 There are 100 other issues which are paramount for the growth of BSNL as PSU are still pending and BSNL management is wasting time, energy and talent on such non-productive work is really matter of concern.

Sir, we have tried our level best to give all possible feedback on this non-productive and impractical idea of Mobile app attendance with Face/device locking and till anything is required by Management as additional feedback or discussions on any of the above submission's, we are ready for it.

**With detailed submission of issues with supporting practical assessment as above, we appeal to your honour to:**

- A. Kindly review this order in respect of the stringent conditions of the face recognition, SMS /device locking and please withdraw the proposed activation of face locking and device locking through Mobile app. We have no issue in location locking
- B. Please allow marking attendance from a distance of 500 meters from the office location for all.
- C. Please allow marking of online attendance through portal and from Mobile app also till the Mobile network data of BSNL is stabilized or Wi-Fi hot spots are installed at all office locations.
- D. Powers of Controlling officers for Marking on duty in emergency, due to administrative reasons may be restored.
- E. Take action against the fraudulent or fictitious attendance by finding out culprits but stop punishing innocent executives by applying more and more stringent conditions for online attendance.
- F. The detailed discussions may be held with SNEA as Majority Representative Association on such issues affecting the working of BSNL and its executives.

**OR**



G. In case it is decided that marking attendance with Face locking is only solution for improvement of the Work efficiency and each one has to mark such strict attendance then:

- a. Arrange machines for marking attendance in each office as is being provided in all Government offices and let each and every Executive and Non-Executive mark his physical attendance at par with Govt Offices.

**OR**

- b. If attendance is to be marked with Mobile App and that to be with face/device locking at any cost, then
- Please provide handsets of required capacity to mark online attendance and till time do not compel executives to mark attendance from Mobile app.
  - Please make arrangements of Wi-Fi Host spots, FTTH Connections at all offices for marking Online attended through Mobile App.
  - In case of difficulties in marking attendance in Infrastructure arranged at Office premises due to any technical issue, alternative arrangements for marking attendance may be made.
  - Please take responsibility and assure us about the security and safety of this bulk data of Mobile app location and photos of all executives and non-executives and Security & Privacy Policy along with arrangements made by BSNL for its strict implementation, may please me made public.
  - Please make changes in rules of 24X7 emergency services and allow executives to limit their work only within the period of Marking online attendance as required in administrative offices and Executives may be made free to take other family responsibilities.
  - Please provide the Second Saturday to all executives including in field units at Par with Govt offices.
  - Please issue guidelines for limiting working only while on duty and need of permission for any work after this fixed office hour working and compensation for extra duty performed by the Executives.
  - Executives may not be compelled to take additional charge of any other executive or vacant posts as being done now and with strict attendance one can efficiently complete only his /her own workload and not any additional work.

We hope that our request and concern will be given due and advance consideration and the overall review of the working pattern adopted by BSNL Management will be changed to extent to respect the executives in BSNL.

With Warm Regards,

Sincerely Yours,



M. S. Adasul  
General Secretary  
SNEA CHQ

**Encl: AA**

**Copy to:**

1. CMD BSNL for kind information please.
2. PGM SR/RSTG BSNL CO for kind information please.
3. PGM Admn/Estt BSNL CO for kind information n/a please.