

In the Evening Hours General Secretaries of all Associations had meeting with Shri Papa Sudhakar Rao Director EB, who is holding charge of Director HR during Leave period of Dr Kalyan Sagar Nippani Director HR in presence of Shri Rajeev Kumar Kaushik, PGM Pers.

The meeting focused on issues created by Shri Parthiban CGM TN and CHTD Circle by not granting meetings to CS of all Associations and Unions in both the Circle and initiatives of vindictive actions by CGM TN even after clear instructions by CMD BSNL for not going ahead with any action disturbing industrial peace in both the Circle.

Director HR went through the representation given by General Secretaries of all Unions and Associations and was surprised to know that Shri Partibhan CGM has not given a single formal or informal meeting to any Union or Association.

He categorically asked reasons for unrest and we have elaborated that non grant of formal/informal meeting, wrong interpretation of REA rules, reversion of DGMs, pendency of HR issues, deliberate neglecting CS of all Unions and Associations, poor working atmosphere in both Circles, delaying business proposal to generate more revenue to BSNL, non sensitive approach towards dealing HR matters, notices issues to leaders on filmacy grounds, not granting meeting even after repeated visits and waiting in his office, vindictive approach etc.

We have made it clear that Shri Parthiban does not want to continue in BSNL and he wants to go back to DoT before his retirement due in March 2026 and hence he is deliberately creating mass unrest so that he will get posted to DoT.

Director HR informed he will speak with Shri Partibhan CGM TN/CHTD and take update.

We added that already PGM SR, Director HR Dr Kalyan Sagar have spoken with him repeatedly and even though he has assured to take corrective actions, nothing has been done by him.

We have brought all these issues to notice of CMD BSNL who was kind enough to discuss with all CS and CGM during his last week tour to Chennai.

CMD BSNL has categorically directed CGM to discuss with leaders of Unions and Associations and resolve the issues one by one and directed CSs not to go for any agitational call.

But Shri Parthiban CGMT does not even bother to the instructions of CMD BSNL and he has become more vindictive and is busy only in finding reasons and issuing chargesheet on filmacy grounds to show his powers and pressuring leaders for accepting vindictive actions.

We have demanded for shifting of Shri Parthiban from the post of CGM CHTD and repatriate his to DoT and take corrective action for improvement of woersning working and financial conditions of BSNL TN and CHTD Circle and also to stop further harassment of executive and employees of TN and CHTD Circles.

Director HR expressed serious concern about the situation and such adamant stand and poor response from Shri Parthiban and assured that detailed and point wise explanation will be called from Shri Parthiban CGMT on complaint submitted by General Secretaries of all Unions and Associations and assured to have personally talk to him for needful action to settle mass unrest and restore industrial peace in both the Circles.

We have also narrated the fact about continuation of HR heads of CHTD, TN , Bihar, Odisha and many other Circles beyond the stipulated period of maximum four years causing such disputes and mass unrest and demanded for shifting all such GMs/PGMs heading HR/Admn units in Circles with priority to GM HR TN and PGM HR CHTD.

Director HR firmly assured for it and directed PGM Pers to take immediate action on it and follow the instructions of Vigilance wing uniformly.

We also narrated issues about wage negotiations and need of early signing of agreement for implementation of 3rd PRC. After patient hearing to our submission, he assured to take the required and priority action on it.

When we raised concern about online attendance, he expressed that he has just seen the submission of Associations on this matter and shared that same is being studied.

He asked categorically why Unions and Associations are opposing this simple issue.

We have narrated the difficulties faced by the executives and how Mobile App attendance with face locking that to be with own device has created mass unrest.

We also narrated that BSNL comes under emergency services and we have been always asked for on duty for 24x7 and if Management want us to attend fixed duty hours from 1000 hrs to 1800 hrs we are ready, but remove the condition of emergency services so that we will also be free from office responsibilities after office hours.

After elaborate submission, Director HR assured to look into submission by Associations and firmly assured that there will be no compulsion for executives and employees for putting attendance from Mobile and required arrangements will be done in office premises. He also underlined the demand by us to exclude the personals in filed units from such attendance and allowing flexibility thereof and assured that same will be taken care. He assured to discuss the issues further with Unions and Associations and then take required steps as per understanding thereof.

He firmly assured that this is just an attempt to incorporate discipline for some individuals, who are not punctual and sincere and punctual workforce will be given the required flexibility but there should not be reluctance on part of such discipline in administrative offices. We responded that detailed discussions should be held on it and our suggestions should be given due consideration and Director HR assured for the same.

The healthily and fruitful discussions held for about half and hour and concluded with very positive response from Director HR and Thanks from us.
