

ALL INDIA BHARAT SANCHAR NIGAM LTD. EXECUTIVES' ASSOCIATION

All communications to:
Circle Secretary
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RAJASTHAN CIRCLE, JAIPUR

(Registration No. S - 44528 of 2002)
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Dated 16th December' 2011

Dear Comrades,

Before I convey something, I want to extend my hearty well wishes at the dawn of forthcoming New Year 2012 to all of you.

Dear friends you are well aware that BSNL is passing through a transitional phase & a critical stage. A precarious condition is prevailing everywhere, everyone is baffled what will happen in the near future! BSNL's viability is at stake, worrying all of us.

Dear comrades, ups and down come & go but we are to stand united to strengthen our outfit. If we are divided, we will certainly fall prey to inept management of the BSNL. We are well aware of the nefarious - designs of BSNL management which is always acting in a authoritarian way and bent upon to hurt the interests of the BSNL-employees at the cost of their own selfish ends. Though the BSNL/MTNL have been carved-out on the cards but no corporate culture had been evolved to implement in real sense. Once the corporate culture is evolved organization automatically starts to thrive manifold. Dear friends it is quite obvious that corporate culture is nothing but it is the values and beliefs accepted and practiced by all the employees of the organization. If the employees have the strong commitment towards their organization it is said to have a strong culture. In fact values are the moral principles of the organization.

On the contrary to this, BSNL is suffering from a bureaucratic-phobia which is harming the BSNLs image a lot. Red tapism is prevailing much in BSNL. All the power has been centralized, no share in decision making, no innovation, no creativity, no new ideas in the organization. In fact top bureaucrats always evading from the responsibilities and availing all the benefits of the BSNL. In such environment we lag behind and losing the ground. Dear friends, in the era of competitive-environment we have to innovate and update ourselves otherwise we will be eliminated. So dear message is clear through a slogan: - "Innovate, else your competitors will eliminate you in the business". By adopting this slogan, we have to work hard for the survival of BSNL.

Dear Comrades, repatriation of ITS officers in the BSNL/MTNL is a burning issue which disrupted the development, distanced the officers, destroyed the image of BSNL & devoid the moral principles of the officers. It seems that all the works have been stalled till the amicable solution to this problem is thrashed out as early as possible otherwise a cold war will be started between BSNL management and the employees/unions which will further make the situation from bad to worse. However, the Government has seized of the matter to sort out this problem. We are of the

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considered view that the prevailing situation in BSNL will come to end soon and a new era of conductive environment will be created where employees will have their say in decision making, will have a team sprit to take the BSNL to new height.

Dear Comrades, 4th Circle Conference is going to be held at Alwar on 17th & 18th March 2012. An enclosure to this effect is being send along with this letter to know the details. A souvenir form for fund-collection is also being enclosed for advertisement purpose to raise the funds. Every effort must be made to raise the maximum collection so that we can cope with the economic situation and revenue does not become a stumbling block to the outfit activities.

Further more, CHQ/Circle quota must also be deposited up to February 2012 by all the divisional secretaries/ Branch Secretaries without fail. Wherever the elections are due in branches of the circle the same may be conducted well before the next circle conference.

Dear Comrades, you all supported me in the days of crisis. Whenever I made a call upon you. You supported me like a pillar owing to which I could took up the matters of the association in an assertive way with the administration.

Once again thanks to all of you.

Yours sincerely

(O.P.JAT)
Circle Secretary

Enclosure:-

1. 4th Circle conference Notice
2. Advertisement form for fund collection
3. New Year 2012 calendar
4. CHQ/Circle Quota status of Branches