



UNITED FORUM OF EXECUTIVES ASSOCIATION OF BSNL

KOTA

NO:- UNF/KOTA/ADMN/02

Dated 16-03-2012

To,

Sh A.K. Gupta

General Manager

BSNL, Kota.

Subject: - Demoralization and frustration in executives due to your misbehavior.

Respected Sir,

At the very outset we want to inform you that all executives of BSNL Kota are trying to work hard for development of BSNL. It is not enough, they are fully involving in revenue collection, marketing and selling of BSNL product, maintaining the telecom service as per their capacity. We are working without caring of time & holidays. Because we very much known that our survival depends upon the health of BSNL. We have no scope except BSNL. So being a responsible officer all executives are trying for best result in a competitive scenario. Due to unfair competition, wrong policy of department and no any support from administration side, we are facing lot of problem in properly maintaining of services. There is no any responsive cooperation to executives from administration side, and your honour always wants best result without fulfill the actual requirements. We are observing since long time that your honour never listen the problems/feedback of executives. But threaten and say that do not speak story. Sir it is not story, But it is the actual feedback. If the some solution taken place after listen actual problems, than result may be better and according to our expectation. But we are very sorry to inform you that your honour never given a chance for it. All executives are bearing your threatening in the interest of organization. Your threatening is continue and with out any break, having no any base and justification only for demoralization to the executives. Now such demoralizing attitude becoming beyond of our bearing capacity. All executive have been very much frustrated and demoralized due to your continuous misbehave. We are trying to avoid any mishappening and thinking that your honour is behaving in the interest of company but it can not going on continuously. We are also human being and having some feelings and prestige. We are not only responsible for negative growth of BSNL, your honour is also responsible for the same. Your honour never discuss that how we can develop the service, what action should be taken for better health of BSNL.

Your honour always given one side direction escaping from yourself responsibility, for example

- 1) How it is possible in the present scenario, when all the state agencies have started their work and telecom network being badly damaged. Your honour never tried to talk to the heads of the agencies but always threaten to us to talk and restoration the break down at our level and never listen the problems. No any cable maintenance tender is finalized which is actually required at this time. The finalization of cable maintenance tender is being pending since long time and heavy amount has been occurred in the advertising of NITs without getting any required result.

No any contractor is participating. Your honour never thought the reason behind it. But always threatens to executives.

- 2) No any maintenance store is available. Neither your office is making any arrangements nor allowing to field units.
- 3) From your harassing and demoralizing behavior so many officers feeling shocked, frustration and demoralization. For example,
 - a) Your honour threaten to Sh Arun Sharma JTO Vigyan Nagar in such a way that the officer was faced unconsciousness and ultimate hospitalized. When he is a hard worker and never compromise to any slackness. It may be verified with the staff who work under his control. All we were surprised that after occurring this event, you did not go to see to Mr. Arun Sharma in hospital to give some word of peace. What it is show?
 - b) Sh P.K.Singhal than SDOP 3rd was working hard without caring the time of day and night. Your honour continuously threaten him and transfer to rural areas which was totally injustice with the officer. we also tried to discuss with your honour, but your honour completely adamant and firm on illegal decision.
 - c) Sh D.K.Mistry than DE, compelled to take VRS only due to your harrassive behavior.
 - d) Sh M.K. Sharma than DE, compelled to take VRS only just one month before from actual date of superannuation.
 - e) Due to lot of pressure Sh C.M.Jain JTO TLW has also applied VRS
 - f) Sh G.S. Nagar JTO who is looking after the charges of two/three SDOs. And he is working hard. But your honour continuously demoralizing him and several time threaten to transfer.
 - g) When any DE inform and request for vehicle arrangement to your honour, with out considering the actual problems and fact your honour always show his dissatisfaction. and say that you go to taxi stand and hire vehicle. Sir is it a justice or possible?
 - h) In every weekly develop meeting it is never seen that how we can achieve the targets. What steps should be taken. What are the problems in field unit so same action may be taken accordingly but your honour always blaming to executives saying that you are doing nothing. You are not suitable to such a post. You should be punished. If any officer tried to say some problems to your honour. You never seen in the position to listen actual problems and immediately reaction is that don't tell the stories. Sir stories have some meaning if your honour will listen the story of executives for which actually facing then some fruitful conclusion may be taken place.

Sir we are trying for best and bearing the entire odd situation in the interest of organization and respect of chair. When the chair is continuously having only one agenda to demoralize and harassment to executive then we are also human beings and there is a limit of tolerance. Now every executives have been so much frustrated due to your continuous misbehave.

Sir, All we are committed to work in the interest of BSNL. We always respect to chair but we also hope for the same. We want to work in a team spirit, responsive cooperation having a open mind. If your honour will not listen the problems of executives which is actually facing then

who will listen? Sir it is a team work. All should have to realize of their responsibilities and should have to act accordingly. The best result can not be achieve with out team work.

So we urge to you that please call a immediate meeting of representative of united forum and discuss the whole matter in a pleasant atmosphere so that a fruitful and working atmosphere may be built up and change your harrasive and demoralizing attitude .Sir being a head of this Kota BSNL, your responsibility are more, therefore your heart and behavior must be polite and motivative. All the things depends upon your behavior.

We hope that your honour will be a polite and boost up to the executives so that BSNL may be a strong organization in telecom field. Being a head of this family, we are sure that your honour will look in to the matter and make the dilute all the things which are being generated either may be a communication gap or misunderstanding in the interest of organization and boost up to all executives so that they may work with out any tension sir.

Your Sympathetic cooperation is requested please.

Yours Faithfully



S.C.Batra
District Secretary
AIBSNLEA, Kota



R M Sarswat
District secretary
SNEA(India), Kota



Sanjay Arora
District Secretary
AIGETOA , Kota

Copy for kind information & n/a pl,

1-The Circle Secretary, SNEA(India) Rajasthan Circle.

2- The Circle Secretary ,AIBSNLEA Rajasthan Circle.

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