



भारत संचार निगम लिमिटेड  
( भारत सरकार का उद्यम )  
**BHARAT SANCHAR NIGAM LTD.**  
(A Government of India Enterprises)

No. 400-101/2017-Pers.Policy

dated 08-09-2017

To

**All Heads of Telecom Circle, BSNL.**

**Sub:-** Advisory against canvassing of political/non-official or other outside influence by BSNL employees in there service matters – maintenance of confidential file for action as per BSNL CDA Rules.

The matter regarding bringing political or outside influence in service matters (transfer/posting/release/promotion etc.) by the BSNL employees has been a very disturbing phenomenon for the management. HR administration is aimed at catering to Company's objectives/policies and these outside influences are a matter of concern.

2. It is relevant to mention here that all BSNL employees (executives/ non-executives) as well as those on deputation to BSNL are covered by BSNL CDA Rules, 2006 in matters of their conduct during service in BSNL. Rule 22 of the BSNL CDA Rules reads as under:

**Canvassing of Non-Official or Other outside influence:-** "No employee shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in matters pertaining to his service in the Company."

3. This position has been conveyed to employees from time to time. However, it has been noticed that, repeatedly, employees indulge in bringing political or outside influence in their service matters. Such acts of bringing outside influence in service matters not only amount to misconduct under the BSNL CDA Rules (of the CCS Conduct Rules), but also result in lack of equity and fairness in dealing with HR administration.

4. Accordingly, a clear message may be given to all BSNL employees as well as those on deputation / deployment to desist from canvassing any political or non-official or other outside influence upon the BSNL administration or any senior functionary of the Company. Any such act shall be viewed as 'misconduct' under the BSNL CDA rules and a confidential file/dossier shall be maintained against such employees / deputationists for action at appropriate time.

  
(Sujata T. Ray)

**Director (HR), BSNL Board**

Copy for similar action to:

- i. PPS to CMD, BSNL/all functional Directors, BSNL Board.
- ii. CVO, BSNL, Corporate Office.
- iii. All PGMs/Sr.GMs/GMs, BSNL Corporate Office.
- iv. Intranet Portal