



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)

SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/7-6/SR/2014

Dated, the 18th September, 2014

To

1. All CGMs, BSNL
2. All Sr. GMs/GMs, BSNL C.O.

Sub: Unions and Associations staging dharna, demonstration etc. - General instructions regarding

Sir,

This office is in receipt of various queries from the field units as to what action is required to be taken whenever any notice for dharna, demonstration etc. is received from any union or associations.

2. Despite the fact the instructions are issued from time to time in this regard, it is reiterated that whenever any notice for dharna, demonstration etc. is received from any union/association, necessary steps may be taken to ensure that office discipline/decorum is maintained and uninterrupted services are provided to our esteemed customers. While initiating requisite steps, instructions issued vide this office letter No. BSNL/7-9/SR/2013 dated 5th August, 2013 relating to holding of dharna, demonstrations at earmarked places may also be kept in mind and to handle the situation following guidelines may also be adhered to -

- Leave of any kind, including Casual leave, may not be granted to any employee; and in case leave has already been granted, the same is to be cancelled for the agitation period. However, in exceptional circumstances, leave applied for can be granted subject to personal satisfaction of the SSA/Circle head, Permission to leave the HQrs would also be declined.
- The principle of 'no work no pay' is applied against the employees, who abstain from work or participate in the agitation. This is without prejudice to any other departmental action the competent authority may deem fit under BSNL CDA Rules.
- Police help may be requisitioned whenever required. It may also be ensured that adequate protection is provided to the staff/officers who do not participate in the agitation and want to perform their duties. Suitable action may be taken against the agitating employees who obstruct the willing employees from entering the office premises or performing their duties / misbehaving with them.

Yours faithfully,

Satish Wadhwa
18.9.2014

(Satish Wadhwa)

DGM (SR), BSNL C.O.

Copy for info to :

1. ES to CMD, BSNL
2. Sr. PPS to all Directors, BSNL Board
3. All EDs, BSNL C.O.