



All India Graduate Engineers & Telecom Officers Association

Kolkata Telephones District
(The Recognised Representative Association of BSNL)

Circle President
Saikat Das
Mobile: +91-9432000019

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Arvind Shukla
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All communication to Email: aigetoakolkata@gmail.com

AIGETOA/CTD/2024-27/23

Date: 11.09.2024

To,
The Chief General Manager
BSNL, Kolkata Telephones
34, BBD Bag
Kolkata – 700001

Sub: Launch of People Analytics Mobile App – protest thereto.

Ref: BSNLCO-COMN/11(15)/6/2024-RSTG

Date: 10.09.2024

Respected Sir,

In connection with the referred letter, we are duty bound to express our anguish and disappointment on such a letter issued by the restructuring cell. This letter is not only provocative, but it's sufficient to demoralize the employees of BSNL.

Presently, work output are already being monitored and recorded through the KPI based IPMS system. Suddenly, the said letter is being issued "**in line with industry best practice**" to introduce **People Analytics Mobile App**.

We're really becoming optimistic on seeing that, our management is following "industry best practice"!

Sir, **our submission to the concerned office of BSNL CO, through your high office**, kindly ensure the following "best practices" first...

- Industry standard batteries & PPs
- Industry standard exchanges
- Industry standard 4G & 5G
- Industry standard equipments/networks
- Industry standard network security
- Industry standard OFC network & its maintenance
- Industry standard sales & marketing
- **Industry standard management**
- Industry standard HR policies

Sir, field level executives are suffering from severe infrastructure shortage. They are facing every level of difficulties to maintain the service. They are bearing huge expenses from their own pocket. Still all the employees are doing their duties selflessly.

Sir, in connection with the People Analytics Mobile App, it is to inform that, while marking our attendance, we frequently face network issues and unable to mark attendance or delayed attendance **due to our poor network condition**. Now management is adding one more app based feature, which is not at all justified at this juncture.

Continued to P-2...

[Handwritten Signature]
11.09.24



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Continuing from P-1...

Sir, you may know that, BSNL has recruited a talented pool of executives through pan-India based examinations but not extending them a proper pay package without reviewing it for more than 17 years! Many executives are facing considerable amount of pay losses, non-standard pays, no promotions for long time, no standard superannuation benefits, no pay revision, age old rate of allowances and many more. Management must act to make all these HR issues as per the **INDUSTRY BEST PRACTICES**.

It is not possible for an organization to progress by demoralizing its own employees.

On the other hand, it is ridiculous to implement such diarization of tasks for a service industry like BSNL. Many sections in our organization perform need based job like, maintenance & installation. How they would diarize day-to-day activities!

Also, implementation of this system is clearly pointing its finger towards the **inability of its present management cadre**. As if, they are unable to monitor the activities of all its employees and bypassing their responsibilities through an app!!


It seems, **too much analysis leads to paralysis!**

Sir, kindly forward our submission & resentment to the concerned office of BSNL CO for better understanding at their end.

This is for your kind intervention, please.

Thanking with

yours faithfully


11.09.24
SAYANTAN SIKDER
Circle Secretary
AIGETOA-KTD

Encl:
Letter under reference

Copy to:

1. GS/AIGETOA - for kind information & intervention, please
2. CP/AIGETOA-KTD - for kind information, please

Office: Flat No. A-302, Life Style Residency, Plot No-GH 41-42, Sector-65, Faridabad Haryana-121006
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