



SANCHAR NIGAM EXECUTIVES' ASSOCIATION
WEST BENGAL CIRCLE
Ground Floor, CTO Building, 8, Red Cross Place Place, Kolkata-
700 001. Phone 9434737779. Email: sneawbtc@gmail.com

No.: WB/SNEA/SHQ/2021-22/25

Dated at Kolkata, 22.09.2022

To

- | | | |
|---|---|--|
| 1) The Chief General Manager,
West Bengal Telecom Circle,
Bharat Sanchar Nigam Limited
8, Red Cross Place,
CTO Building(1st floor)
Kolkata-700 001 | 2) The Chief General Manager
Core Network Transmission (East)
Bharat Sanchar Nigam Limited
6th Floor, Telephone Bhawan
Kolkata-700001 | 3) The Chief General Manager,
Sikkim Telecom Circle
Bharat Sanchar Nigam Limited
Sanchar Bhavan, Baluwakhani,
Gangtok, Sikkim-737101 |
|---|---|--|

Sir / Madam,

Re: Online Attendance System and few issues thereof

- Ref: i. *BSNLCO-A/11(25)/4/2022-ESTAB dated 02/09/2022*
ii. *KRLCO-11/12(13)/2/2020-CGMT dated 03.09.2022*
iii. *WBTC/Dy GM/HR(A)/Misc/21-22 dated at Kolkata, 15/09/2022*

With reference to the above letter, at the outset we would convey our whole hearted support for the initiative taken by your good office in implementing the Online Attendance System. For any organization to prosper, discipline and punctuality play the pivotal role, BSNL being no exception.

However, for the smooth transition to this newly adopted methodology, we want your kind attention to some of the relevant points to ponder upon.

- i. Proper guidelines should be issued for all the field units beforehand.
- ii. SOP for the offices which are not connected with CDR, must be communicated prior to the implementation.
- iii. Initially it has come to knowledge that location of the employees will be tracked in this system which may violate the basic privacy of the individuals and also against the existing rules in this regard.
- iv. For the administrative office where large number of employees are involved, basic amenities like Canteen, Drinking water, clean toilet must be ensured.
- v. Since PC has not been procured in last 10 years or so, the fields are running with PCs in miserable condition with minimum of reliability. Hence, before implementing any punishment to any of the employee in terms of leave or pay cut as proposed in the above letter, the robust and reliable infrastructure may first be ensured to give the employees' their justified scope.
- vi. In the system that is running in trial mode in WBTC currently, it is observed that after 6 pm, the availability of the employee in the office is not taken into consideration.

Smit
22/09/22
RECEIVED
C. R. Section
O/o The C.G.M. Telecom
W.B. Circle, Kol-700001

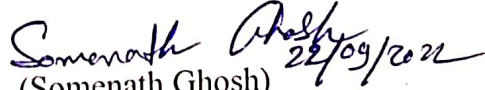
Somenath Absh
22/09/2022

However, due to various official reasons as you are well aware, the employees have to stay past 6 pm as well. Hence, it is requested to kindly take up this issue with concerned so that the same is reflected in the system. Otherwise, it may be assumed that the employee are not needed after 6 pm in the office.

- vii. Also the SOP for the employees who are involved rotational duty must be conveyed.
- viii. Another important issue is to give clear cut direction to the employees engaged in field works that whether they should first come to their respective office and mark their attendance and thereafter would move to fault restoration or any other reason as the situation may be to avoid any ambiguity in the mind of the employees.

We will hope that the above points will be viewed in appropriate importance and necessary steps will be taken at your earliest convenience please.

With regards,


(Somenath Ghosh) 22/09/2022
Circle Secretary
SNEA, WB

Copy to: GS, SNEA CHQ, for kind information please