

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Recognised Majority Executives' Association)

KARNATAKA CIRCLE, BANGALORE.



**S P Jagadale**

**Circle Secretary,**

AGM MS Bangalore,

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No. SNEA/ Corrs /18-19/

Dated: 7th March 2019

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To,

**Shri S K Mishraji**

Chief General Manager Telecommunications

Karnataka Circle, BSNL,

Bangalore-560008.

**Sub: Motivation is the need of the hour and not summery classification as Worst performance sans factual ground realities.**

Respected Sir,

It is bring to your kind notice that all our outdoor field executives are working under the crisis of resources. Everywhere our UG copper and OFC cables are getting severely damaged due to several developmental works by many agencies. They are managing to their best extent and abilities even with the shortage of money, material and manpower. Most of the time of our staff is being spent only for repair and maintenance repeatedly. As we all aware that since last six months payments of Electricity bills, Rent of the buildings / sites, HKL payments, hired vehicle payments, temporary advances for day to day maintenance etc are not being paid on time. Most of the attention of staff is being diverted to manage these crisis without money. Our executives are literally begging and folding their helpless hands before the section officers or many times with the lineman of the Electricity authority for not disconnecting supply to Exchanges due to non payments of Electricity bills by BSNL and the same with all owners of the buildings, hired vehicle owners, even HKLs also. Many rural exchanges and BTSs are unmanned, whenever such exchanges / BTSs go down then the executive only have to go and attend without any supporting staff. Most of our executives have spent huge amount of money from their pocket. In spite of this unprecedented crisis our executives are putting their best effort to give services and retain the customers. They are also putting their best effort to provide NPC, BB and SIM sales, port in of mobile connections also (though we don't have good data supporting locations at rural).

But sir it is very much discouraging by classifying them as **best and worst performer** without considering the practicality of field problems which they are facing and when they are giving their best possible in spite of all the crisis, stiff competition, severe damages to our cable networks etc. Even it is more hurting when only field executives working under such challenges are targeted.

When there is a serious crisis in the company, not able to cope up with routine works for want of men, material, money, the motivation and confidence building to the field Officers is the need of the hour. But the circulars percolated down the line, that too deciding the worst performing Officers sans the actual verification of the factual situation on the ground is not a welcome move. When severe difficulties are faced by the field units and the target also is being done on them is counterproductive.

In view of the above situation and the feedback that we have been getting from the field units, wherein such remarks are flashed on real hard workers in the field, we are constrained to say that such general remarks may kindly be put on hold in the absence of real established facts.

SNEA is ready for any discussion with the management on this matter of summery classification of Best and Worst performers which is lowering the morale of the hard working field executives under the present crisis please.

Thanking you

Yours faithfully

S P Jagadale  
Circle Secretary  
SNEA Karnataka

Copy to :

1. The General Secretary SNEA CHQ for kind information please.
2. All the District Secretaries: They are requested that the case where field Officers are targeted unnecessarily may be brought to our notice so as to organize further course of action in the matter so as to redress such unwarranted actions please.