

Corporate Office
Admin & PR Branch
1st Floor, Bharat Sanchar Bhawan,
H.C.Mathur Lane, Janpath,
New Delhi-110001.
Ph: 011-23734157, Fax: 011-23718288



12/C
भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

BSNL CO-ADMN/62/6/2020-ADMN-Part(1)

Dtd 4th Oct., 2022

To

The General Secretary,
BSNL EU, New Delhi.

Sub.: Regarding implementation of New Online attendance System in BSNL.

Ref.: Your Letter No. BSNLEU/604(DEV) Dtd 28.09.2022.

Kindly refer to your letter placed under reference pertaining to above mentioned subject. Regarding the queries and grievances raised by you, it is intimated that the New Attendance Management System implemented at BSNL Corporate Office with effect from 01.08.2022 and in BSNL on PAN India basis with effect from 01.10.2022 is robust and will address all requirements in future. However, in response to your grievances and queries, the parawise reply is as following:

S.No.	Difficulties	Remarks
1.	Computer with intranet is not made available in all offices, especially in small group exchanges where the Non-Executives are posted. Hence, the Non-Executives posted in such places will find it difficult to mark online attendance.	Such employees may mark attendance through Mobile App.
2.	Lorry Drivers who have to go out to the filed/section only after coming to office early and register the online attendance. What would be methodology if the staff has to go to section early? This is not taken care. Same is the case with the OF transmission team, Mobile tower maintenance team, if they stay beyond the online attendance timings, no provision is done to logout from the work place, after completing the task.	Controlling Officer may mark an employee present if they go for duty directly from home, or remain out of office for official work till closing time of office. They can also be given mobile app access
3.	In few CSCs shift duties are in practice. The duty now mentioned is having only General Duty, Shift Duty specifying is a must.	Shift duty provision is available in the system.
4.	In many places, our Non-Executive field staff are maintaining the network on call duty basis. In rural areas, Mobile tower maintenance is	Provision is available in the system for Mobile App; Shift duty etc. to cater to all kinds of scenarios.

- Continued

	outsourced, but in urban areas, it is maintained by our staff.	
5.	In many exchanges, maintenance works, like operating generators round the clock is done by our staff. Such shift duties are not taken into account by the Management.	Shift duty provision is available in the system.
6.	The marketing teams are conducting Melas in rural places even in the evenings. These teams will face problem if they are asked to log out only from their home unit.	Controlling Officer may mark an employee present if they go for duty directly from home, or remain out of office for official work till closing time of office. Or such of those employees deemed to be given access to mobile app can be done at circle level
7.	Employees who are sent out to the field finishes the work after the working hours, they should be allowed to logout from their work place (LBS). Or else, being the incharge, the respective Executive should do the logout for the employee, to avoid the employee coming to his unit to logout.	- Do -

This has the approval of the competent authority.

Sandeep Kapoor
 24/10/22
 (Sandeep Kapoor)
 AGM(Admin)

Copy to:

- 1) PS to DIR(HR) for information please.