



# BSNL EMPLOYEES UNION

Central Head Quarters

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**Animesh Mitra**  
General Secretary

Main Recognised Representative Union.  
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BSNLEU/323 (PJB)

28.07.2025

To,

**Dr. Kalyan Sagar Nippani,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi – 110 001**

Sir,

Sub: - **Requesting to withdraw instructions compelling Non-Executives to mark online attendance through mobile app - req.**

Ref: - **PGM, Chandigarh letter no.PBCHD-COMN/ 11( 21)/17 /2022-GMTD\_CHD\_PB dated 24-07-2025.**

We wish to bring the following to your kind notice for favour of necessary action.

The BSNL Corporate Office has issued instructions directing all Executives and Non-Executives to mark their attendance online through a mobile app. While the Executives have already been provided with mobile handsets by the Company, the Non-Executives are yet to be provided with such devices. Under these circumstances, it is not reasonable to compel Non-Executives to mark attendance using the mobile app.

It is pertinent to mention that, a considerable number of Non-Executives do not possess smartphones and therefore, cannot download or use the app for marking attendance. Forcing them to comply with this requirement is both unfair and unjustified.

BSNLEU has been consistently demanding that, the Company provide mobile handsets to Non-Executives as well. This issue was specifically raised in the Formal Meeting held with the Director (HR) on 16th July 2025. However, it is regrettable that this genuine demand has not yet been accepted.

In the meantime, several Circle Administrations have started issuing instructions, making it mandatory for Non-Executives to mark their attendance online using the mobile app. This amounts to unnecessary harassment. How can the Administration compel a Non-Executive, who does not own a smartphone, to comply with this requirement?

In view of the above, BSNLEU strongly demands that, Non-Executives should not be compelled to mark attendance through the mobile app until they are provided with suitable mobile handsets by the Company. We request you to kindly issue necessary instructions to all field units, directing them not to enforce this requirement on Non-Executives. We are enclosing a copy of the letter issued by the PGM, Chandigarh, which makes it compulsory for Non-Executives to mark attendance online through the mobile app, for your reference. We request your urgent intervention in this matter.

Thanking you,

*Yours sincerely,*

**(Animesh Mitra)**  
**General Secretary**

Copy to: Shri S.P. Singh, PGM (Admn.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001