

**All India Graduate Engineers & Telecom Officers Association****Punjab Telecom Circle****(The Recognised Representative Association of BSNL)****Circle President****Vikas Gupta****9417333133****cpaigetoapb@gmail.com****Circle Secretary****Yogesh Chhabra****9465807060****csaigpb@gmail.com****Circle Finance Secretary****Vineet Bhandari****9417200095****cfsaigpb@gmail.com****No. AIGETO/Punjab/CS/2020-21/96****Dated: 27/06/2023**

To,

Sh. Ajay Kumar Kararha  
Chief General Manager  
Punjab Telecom Circle.

**Sub.: Regarding provision of ACs in offices for Betterment of working environment for Employees.**

Respected Sir,

The working environment for the Employees below the rank of DGM is non AC in the Circle Office, BA Offices and the other buildings of the BSNL. BSNL management is loading the executives with extra works after the VRS 2019 along with deterioration of working environment. The recent letter from BSNL HQ has directed for open space arrangement below DGM rank officers to enable more renting out spaces in the BSNL premises. It is an obvious fact that year by year the maximum temperature is rising in summer time making new records. On the one side BSNL management expects the employee to work hard whereas it does not provide the suitable environment for maximum efficiency in work output.

Renting out of BSNL premises spaces (CROP policy) was started with assurance to the employees that it will enhance the earnings of the BSNL and its premises will be maintained better. **It is a harsh reality that the income from the rent is neither being utilized for maintenance of the buildings nor for the betterment of the working environment.** Employees are not being provided with enough space in the offices as per prevailing norms. Many of the Executives are stuffed in a single small room which used to be occupied by a single executive before the renting process started. Very hot and humid conditions in the summer days prevail in the offices resulting in adverse effect on the health and reduced efficiency in performance of the employees.

Providing the working environment for the best efficiency is the norm nowadays in corporate world. It can be seen that the rented spaces to the other departments/companies are furnished with AC environment for all of their employees right from the top to the bottom level of hierarchy inclusive of Officers/clerks/Executives/Non Executives. Those authorities and their managers understand the importance of role of AC environment & hygiene in extracting the maximum work output from their employees. The fact can be appreciated that

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even the very small private proprietary companies in market places employing 4-5 employees provide the AC working environment. However, contrary to it, being the technology company, BSNL still believes in the old age management style of providing least amenities to employees for maximum work efficiency. The scientific management principle of Frederick Taylor for efficient working and the other modern philosophies in this regard are kept at a distance in BSNL.

This Association believes in the modern day management style. We are not averse to open space working or reduced office spaces for Executives but the same time it must be provided with the AC environment. Providing the AC environment to its employees will not diminish the class difference, as the management perceives it. There is already class difference among higher level Officers of BSNL and the rest of the employees upto the AGM level. AIGETOA strongly believes AC offices for all of the employees will enhance the work efficiency drastically without obviating the class difference and it hardly run for 2-3 months in a year. **We are bound to maintain the temperature of our equipment because they will stop working after a threshold. Unfortunately, there is no digital indicator of current temperature and threshold temperature in human body.**

BSNL has recruited best of the talents from open market from time to time. Only recruiting the best available talent is seen by the management a guaranteed tool for excellence. The need of the hour is to adopt to the modern management principles to extract the best output from the employees. Hence AIGETOA demands that Offices must be provided with air conditioned environment and if require matter needs to be take up with HQ keeping in view the above mentioned facts. It will certainly result in Employees vying for goal achievements rather than struggling against high temperature and humidity.

**[YOGESH CHHABRA]****Circle Secretary****Copy to:****(1) Sh. Ravi Shil Verma, General Secretary AIGETOA for taking up the matter at HQ.**