



C-29/MV-2022
BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
2nd Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No.BSNL/5-1/SR/2022

Dated 12th September, 2022

To

All CGMs, BSNL
GM (Pers.), BSNL C.O.

Subject: 9th Membership Verification for recognition of non-executive Unions in BSNL Duties of Observers.

The concept of appointment of BSNL observers during previous Membership verifications has evolved in the verification process due to uncertainty over the availability of sufficient number of Observers from the Chief Labour Commissioner. All concerned are supposed to ensure peaceful conduct of the membership verification and make efforts to minimize the possibility of any dispute and an Observer has a very special role. In order to be prepared for this important event the overview of the duties of observers are described below for reference.

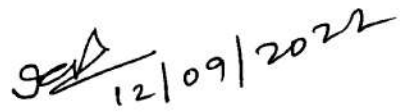
OVERVIEW OF OBSERVER'S DUTY

1. By dint of their seniority and long experience, Observers are expected to be in a position to assist the Management in the conduct of free and fair polls.
2. They will also oversee the efficient and effective management of the verification process at the field level.
3. Their role will start immediately after the appointment and continue during the period of the verification till the submission of their report after the counting process is over. They will provide inputs including interim reports when so required considering the gravity of the matter direct to the SR Cell.
4. They will act as an interface between the Management and the verification machinery & the Associations participating in Verification to ensure that the rules, procedures. Instructions and guidelines related to verification are strictly and impartially complied with by all concerned. They can randomly check polling process, dispatch/tracking of ballot boxes, counting of ballot papers including postal ballot. They will visit and monitor all polling stations to see that officers deputed for polling process as per the order are available. Observers may ask for their Identity Card and order of their appointment as Presiding/Polling Officer etc. to see that any unauthorized person is not found at the polling booth.

5. Their inputs/observations are confidential and solely for the use of the SR Cell and not for any other agency including media.
6. It is clarified that while the formal report/input/observation sent by the Observers are meant for the use of the Management, it does not mean that the observers will not discuss with the RO/ARO/Presiding Officer/Polling Officer or Counting team, about their observation on various aspects of verification process; this is in order to facilitate midcourse corrections. All the concerned functionaries will explain the reasons and propose corrective actions on the observations of the Observers. They will take such actions as are desired by the Observers to their satisfaction. For this purpose the Presiding Officers will keep a set of Guidelines issued by SR Cell from time to time after 22.04.2022 including a copy of Non-Executive Union Recognition. Rules for ready reference. Failure of the officers in charge of the process to take immediate corrective action or any irregularity or any undesirable behavior shall be brought promptly to the notice of SR Cell.
7. However, the Observers shall submit their formal reports to the SR Cell and/or CRO only and not to any other person including the functionaries mentioned above.
8. It should be kept in mind that the objective of the deputation of the Observer is to identify the non-compliances for immediate corrections and to facilitate field administration in ensuring a free and fair poll, apart from submitting factual report to SR Cell of the Corporate Office at the end of the whole process. The details of the officers are as follows:

Name & Designation	Contact details	Contact details
Shri Anita Johri, PGM(SR)		Tel. No. 011-23734343 Mail id : agmsr2016@gmail.com
Shri S.N.Gupta CRO 9 th MV-2022		Tel. No.: 011-23711034 Mail id : ddg_pers@bsnl.co.in

This is issued with the approval of competent authority.


(Krishna Murari Ruhela)
Asstt.General Manager(SR)

Copy to: (i) PS to Dir(HR), BSNL Board.
(ii) CRO, 9th MV-2022.

Endst No.: - PBCO-11/17(11)/2/2022-HR ADMIN

Dated:- 13.09.2022

Copy for information to:-

1. All the PGMs/GMs in Circle Office Chandigarh.
2. All the Heads of BA/Units of BSNL Punjab Telecom Circle.
3. Sh. Lal Mohan Bhagat SE(Civil) Cum Returning Officer for 9th MV, BSNL Punjab Telecom Circle.


Asstt. Director (Genl.-I)
O/o CGMT Pb Chandigarh