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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL
Central Headquarters
Regn. No. 4906, Dated 17/09/2001
MS-II, Q.No. 21 & 17, Atul Grove Road, New Delhi-110001

TF-023 **Date:- 31-10-2026**

To
The Director (HR)
BSNL Corporate Office
New Delhi.

Subject: Mandatory Mobile App-Based Attendance – Request for Immediate Intervention and Uniform Instructions.

Respected Sir,

We strongly object to the compulsory implementation of mobile app-based attendance without providing official mobile handsets and necessary facilities to employees, as highlighted by our UP (East) Circle Union in its representation.

Employees cannot reasonably be compelled to use their personal mobile phones and bear expenses for mandatory official attendance. Providing the necessary equipment and infrastructure is the responsibility of the management.

In this regard, NFTE-BSNL urges the Corporate Management to:

1.Keep mandatory mobile app-based attendance in abeyance until official devices and necessary facilities are provided.

2.Ensure that employees physically present and performing their duties are neither marked absent nor subjected to salary deduction or disciplinary action merely for not recording attendance through the mobile app.

3. Continue existing or suitable alternative attendance arrangements until the issue is resolved.

4. Issue uniform instructions to all BSNL Circles to prevent coercive implementation and ensure fair treatment of employees.

NFTE-BSNL supports digitalisation, but not at the cost of employees' legitimate rights or by shifting the management's responsibilities onto them.

We request your immediate intervention and issuance of suitable Corporate Office instructions to resolve the matter and avoid unnecessary industrial unrest.

Yours faithfully,

(Chandeshwar Singh)
General Secretary