



SANCHAR NIGAM EXECUTIVES' ASSOCIATION (INDIA)
CALCUTTA TELEPHONES CIRCLE
ROOM NO.14B (1st Floor), Raniganj Coal House, 3A, Chowringhee Place,
Kolkata-700 013, Phone: 2228-8955,2228-3434

Ref. No.CTC/EARS/2014-2015/01

Dated:-10-12-2014

To,
CGM/CTD,
Telephone Bhavan,
34,BBD Bag,
Kolkata-700001

Sub:- Employees Arrival & Reporting System(EARS)-regarding
Ref:-1) DGA/Staff/14-15/Vol-III dt at Kol-1 08/12/14
2) No-CTD/EARS/11-12/02 dt 27/04/2011
3) UF/CTD/10-11 dt 03/05/2010
4) BSNL/Admin-1/27-03/2005(Pt) dt 24/12/2009

Sir,

This has reference to the letter under reference '1' wherein the administration has decided for reintroduction of the 'Employees Arrival Recording System for executives in the first phase. At the outset, we wish to emphasize that we are very categorical in improving upon punctuality. Yet, a brief history of facts is laid down for consideration of your goodself before reintroduction of the same.

The system was introduced in 2010 on voluntary basis and was operative till mid of 2011 after which it got shelved. While introducing the system, there were quite a few round of discussions with unions/associations, called the then CGMs to ensure its smooth implementation. Thereafter, we came across certain deficiencies/shortages in the process and addressed the same to the then head of administration. The entire matter was chronicled in our letter under ref-'2' based on the situation that existed then and in which we requested for uniform implementation and removal of the inadequacies/deficiencies in the system.

Now, that the system is going to get reintroduced, we would like to bring to your notice that besides others, there are certain section of employees who can't strictly abide by the system given their nature of work, particularly those associated with External, BTS, Trans Mntce etc A provision must exist for this category of employees to be authorised by their respective controlling officers. Herein, we would like to point out that back in 2011, in 2nd phase, a process of authentication by the higherups in hierarchy was introduced but the method turned out to be cumbersome for those who remained largely focussed in fields. The matter got acknowledged and thereafter it was observed the system gradually lost its efficacy and validation



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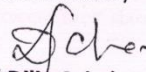
We would also like to draw your kind attention to the fact that the very initiation for monitoring the attendance came soon after the issue of Circular No- BSNL/Admin-1/27-03/2005(Pt) dt 24/12/2009, wherein the Biometric Attendance system got introduced in Corporate Office. It was followed with a meeting with unions/associations, wherein the representatives suggested roping in 'Medha', the intranet network for logging in attendance to avoid expenditure on purchase of Biometric machine. The suggestion got a near unanimous acceptance and that the system would be restricted to just monitoring/supervision of attendance, since varied nature of work associated with different establishment may not entirely fit into the system and so respective controlling authority remain implied as final authenticator in matter of individuals/dispute.

We welcome the endeavour to regularise the punctuality in attendance but **look forward to a meeting for some proposals/suggestions that could help in uniform and smooth implementation of EARS taking care of the constraints in certain sections and category of employees and few other inadequacies cited in our earlier letters/discussions.**

Thanking You,

Encl:- copy of letter under ref-'2','3'&'4'
Copy to-PGM/HQ/CTD- for kind information

Yours Sincerely


(Dilip Saha)
Circle Secretary