



**SANCJAR NIGAM EXECUTIVES' ASSOCIATION (INDIA)**  
**CALCUTTA TELEPHONES CIRCLE**

ROOM NO.14B (1<sup>st</sup> Floor), Raniganj Coal House, 3A, Chowringhee Place,

Kolkata-700 013, Phone: 2228-8955,2228-3434

Ref. No.CTC/EARS/2014-2015/02

Dated:-21-02-2015

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  
5) DGA/Staff/14-15/Vol-III/36 dt 20/02/2015

Sir,

In our last communication, we had suggested for a meeting on EARS after providing a brief history on its introduction in CTD and cited the continuance of deficiencies and shortages in the system.

In recent past, it is observed, the administration might have identified some bugs and came out with a modified version on trial basis, which calls for self registration and envisages for one or two extra options. But then we find, quite surprisingly, before the trial version could get formalised, a directives has been put across for evolving some mechanism for linking it to salary disbursement to which we are in disagreement.

In our recent CEC meeting held on 7<sup>th</sup> & 8<sup>th</sup> of Feb 2015, the circle executives had an extensive discussion on the issue and are of the opinion to support for attendance to office in time. However, given the varied nature of work in different units associated with this telecom establishment, the situation calls for a different way to deal the matter. Since, the establishment largely comprises monitoring and restoring telecom network on 24\*7 basis wherein staff is required for presence in odd hours and on holidays too, it would be quite difficult to engage staff in these hours given the stricture for attendance entails duty for specific period and would discourage staff to stay further when situation demands. The matter would get further aggravated, if more than one schedule is introduced, particularly in the face of acute shortage of staff in different units.

Received  
21/02/15

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The system of attendance is preferably applicable for organisation with administrative nature of work where biometric machine records attendance to. Herein, given the nature of work involved, a major discretion/responsibility should rest on controlling officers to provide leeway to staff who are engaged in odd hours/beyond office hours. The outdoor staff, particularly, would find it difficult to register departure on everyday basis. Moreover, the infrastructure i.e availability of computers with Medha access is not widely available and there are units with skeleton staff who are to look after offices at multiple locations without access to Medha.

We are of the view that availability of the infrastructure is ensured before formal introduction and the period till then be treated on trial or optional basis.

A meeting be held with the unions and associations to exchange the views.

It must be introduced for all section of employees/executives/management in one go.

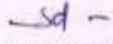
The EARS, when formally introduced, the records may be restricted to monitoring in attendance without any other administrative implication. As varied nature of work could make employees log at odd hours or miss logging on a particular day for working in remote terminals and such records will leave matters to be misconstrued/misinterpreted in future with unwanted ramifications.

The monitoring of attendance should finally and officially rest with the controlling officers irrespective of status of online attendance.

The system should do away with departure log in. Before launching the system afresh, a meeting be held with association/unions on the issue. And till then, the move to link salary disbursement be withdrawn since we firmly believe the controlling officers should have a final say on the matter and so the online status loses relevance to disbursement of salary

With Regards

Copy to  
PGM/CTD

  
(DILIP SAHA)  
CIRCLE SECRETARY.