



# All India Graduate Engineer Telecom Officers Association

( An Association of DR Graduate Engineers / Account Officers of BSNL )

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**To**

**Sh. Anupam Shrivastava**

The Chairman & Managing Director, BSNL  
Bharat Sanchar Bhavan  
Janpath, New Delhi

**Subject:** Shifting of officers having doubtful integrity and appearing in the agreed list from HR and other sensitive post-Reg.

**Respected Sir,**

At the outset, this association congratulates your kind on joining as CMD BSNL. We are of sincere hope and belief that with your elevation on the esteemed chair, BSNL will definitely attain the greatest heights. Under your dynamic leadership, we believe our long pending HR issues will also see the light of the day for the resolution. We, as the representatives of direct recruits of BSNL, assure the 24\*7 availability of the direct recruits at every nuke and corner of the country for bringing back the pristine glory of BSNL and our fullest cooperation in all your endeavors for revival of BSNL.

Sir, in our view, a major cause of downfall of BSNL is low morale of hard working and qualified employees which yielded due to undue administrative delays, non-adherence of contemporary policies, repeated and deliberate violation of DPE/DoP&T guidelines, use of unlimited discretionary powers with biased attitude and vested interest, non-redressal of genuine grievances of employees/executives by their administrative wings, non-adherence of important social security guidelines like EPF, Superannuation benefits and also the complete lack of corporate culture etc.

The very basic reason for all the aforementioned cause is continuance of officers of doubtful integrity on sensitive posts. Sir at this point we would like to mention that as per the CVC guidelines, a list of officers of doubtful integrity and an agreed list are to be prepared as follows in every organization:

**To prepare a list of officers of doubtful integrity-** The list would include names of those officers who, after inquiry or during the course of inquiry, have been found to be lacking in integrity, such as (a) officer convicted in a Court of Law on the charge of lack of integrity or for an offence involving moral turpitude but who has not been imposed a penalty of dismissal, removal or compulsory retirement in view of exceptional circumstances; (b) awarded departmentally a major penalty on charges of lack of integrity or gross dereliction of duty in protecting the interest of government although corrupt

motive may not be capable of proof; (c) against whom proceedings for a major penalty or a court trial is in progress for alleged acts involving lack of integrity or moral turpitude; and (d) who was prosecuted but acquitted on technical grounds as there remained a reasonable suspicion about his integrity.

**To prepare the “agreed list” in consultation with the CBI-** This list will include the names of officers against whose honesty or integrity there are complaints, doubts or suspicions;

We believe that a similar type of list must have been prepared for BSNL also and some officers may or may not have figured in that list. As per the CVC guidelines, it is to be ensured that the officers appearing on the list of officers of doubtful integrity and the agreed list are not posted in the identified sensitive/corruption prone areas.

Therefore in view of the above we request you to kindly ensure that officers figuring in such list should not continue on sensitive HR Posts as well as other such posts. In fact any such officer working on deputation/deployment may immediately be repatriated back to their Parent organization.

Your this small step will go a long way in restoring the confidence and morale of executives especially the direct recruits who have been at the receiving end more often in such scenarios.

Sincerely Yours

(R P Shahu)  
General Secretary