



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION**  
**Rajasthan Telecom Circle, Jaipur**

No. SNEA/Rajasthan/Corr./2020-21/65

Dated 16.04.2021

To,

**Chief General Manager,  
Rajasthan Telecom Circle  
Jaipur**

**Subject: Suggestions for preventive measures to be taken In view of the ongoing 2<sup>nd</sup> wave of COVID-19 to implement 50% of physical attendance of the actual strength as per Government directives reg:**

Reference: (1) Govt of Rajasthan Covid Guidelines dated 14.04.2021

(2) The OM no 16-30/2020 dated 12.04.2021, Department of Telecommunication (MOC) has reviewed their norms and implemented 50% of physical attendance of the actual strength.

**Respected Sir,**

We are constrained to draw your kind attention to the unprecedented challenge for our employees, both personally and professionally, under this ongoing COVID-19 situation. **The spread of COVID-19 in the 2<sup>nd</sup> Wave is almost in the community transmission stage**, where even after taking all precautions at personal level, the safety is not guaranteed and almost we are witnessing the COVID-19 patient in every 3<sup>rd</sup> house. In the 1<sup>st</sup> wave (March 2020) employees working at customer interfaces were the most vulnerable but in the second wave, almost every official is under the risk of being COVID positive.

In Rajasthan various district administrations has imposed fresh restrictions under Section 144 of the Code of Criminal Procedure till April 30,2021 in light of the rising trend of Covid-19 cases. As per the government data, situation in few cities is very pathetic, more than 40% of executives and non-executives are currently facing the symptoms of COVID-19, but under pressure, they are regularly coming to offices causing spread to other too. Mostly officers have shown exemplary role during COVID situations but it is came to our notice that few officers are saying that officials are bluffing and taking leaves in the name of COVID-19 but when they themselves feel any symptoms, they immediately quarantine themselves; these officers themselves sit alone in the isolated room, sanitize their chambers but leaving entire office un-sanitized. Our association strongly condemned this inhumane attitude of such officers.

**The speed by which the infection has spread in the second wave can be gauged from the data that Rajasthan has recorded more than 6600 new COVID-19 cases in past 24 hours with active cases stood more than 50,000 with the increase rate of approx 16%.**

*In reality, the employees especially Executives have been left at the mercy of God. In the war against Covid-19, BSNL & its employees have played very crucial role for the nation and society, but their work have been ignored by the governments (except few state government) by not-including the BSNL workers into the front line workers, and BSNL workers were deprived of getting COVID-19*

*vaccine up to present phase of immunizations."*

There is acute shortage of basic amenities e.g. sanitizer, routine sanitization of Exchanges/Offices, no segregation of duties of staff working in the Exchange/Office i.e. **SOCIAL DISTANCING** (almost all has to come to office i.e. no work from home), unavailability of official vehicle for outdoor work, etc.

The impact of COVID-19 is forcing all organizations, from all fields and industries, to reconsider and re-plan their work process to decrease the risk of getting infected. **Some changes in the existing working processes are the need of the hour and some active measures should be taken, to assure the minimization of the risk.**

Given the above facts, we put forward following suggestions for your urgent kind attention to provide healthy and safe working conditions at workplaces and also to boost confidence among employees:

1. **Immediate allotment of 'work from home' permission to symptomatic as well as asymptomatic patients for minimum of 2 weeks who are quarantined in their homes at present.**
2. **Grant of leave to those executives and non-executives who have not undergone the COVID-19 test but are feeling symptoms (viz. Fever, dry cough, fatigue, nasal congestion, sore throat, loss of taste or smell, conjunctivitis, Skin rashes, Muscles pain, Headache, Nausea, Vomiting Diarrhea, Dizziness etc.) or presently, their family members are COVID-19 positive.**
3. **Rotational Roster system of 50% Staff should be implemented. We suggest preparing a weekly roster system instead of alternate days and work from Home for the other 50% staff. It will ensure the availability of 50% of staff in case of unfortunate exposure with any COVID positive case. Those Executives who are sitting along with others must be re-allocated a separate sitting space immediately.**
4. **You are requested to take up necessary liaison with Rajasthan Govt Health Department to arrange for the vaccine for all the employees of BSNL Rajasthan circle urgently.**
5. Frequent sanitization of the CSCs and Adhaar centers, which are public interfaces and weekly sanitation of exchange buildings: Since most of the CSCs are co-located with Telephone exchanges/offices, in the event of any COVID-19 positive cases, the complete building will have to be shut down which may affect our entire services in that area.
6. Availability of Gloves, Masks, Sanitizers, Hand wash etc. should be ensured. Special Temporary Advance may be sanctioned on an urgent basis to all concerned officers for purchasing the same if necessary.
7. Provision of Thermal Scanners and Hand sanitizers at the Entry gate of each premise. And thermal scanning of every visitor/official should be ensured.
8. Employees from Containment zones may be allowed to 'work from home' by giving access to VPN over Broadband/Internet facilities.
9. There is an urgent need for nomination of a temporary nodal officer at Circle Office to resolve the pandemic related issues in the whole Circle.
10. The timing of office hours may be changed according to State Government Guidelines.
11. Organising SIM Mela may be halted until the situation improves. We may concentrate on our FTTH business in this situation to compensate the loss in CM segment.

**Your good self is requested to review the preventive measures as per Government guidelines in BSNL premises and consider the above suggestions, as present situation is threatening for the employees and challenging for the company. It**

**is need of the hour to extend all sorts of appropriate life protection measures to every employee of BSNL by the Management.**

With warm regards,

Sincerely Yours

(Susheel Kumar)  
Circle Secretary

Copy for information Please:  
Com. K Sebastin, General Secretary, SNEA CHQ New Delhi