

का० मुख्य महाप्रबंधक दूरसंचार
 आं.प्र. दूरसंचार परिमंडल, तीसरा तल
 बी.एस.एन.एल भवन, विजयवाडा
 O/o Chief General Manager Telecom
 AP Telecom Circle, 3rd Floor
 BSNL Bhavan, Vijayawada - 520004



भारत संचार निगम लिमिटेड
 (भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
 (A Govt. of India Enterprise)

Lr.No. APCO-11/17(11)/2/2020-ADMIN-APCO dated at VJW the 24/06/2024.

Minutes of the SNEA formal meeting with CGMT held on 29.05.2024

The 1st Formal meeting with the Recognized Representative Association i.e. SNEA, AP Circle, Vijayawada was held at 15:00 hours of 29/05/2024 in the conference hall, 1st Floor, BSNL Bhavan, Vijayawada under the Chairmanship of Shri M. Seshachalam, CGMT, AP Circle. The following officers / members attended the meeting:

Sl. No	Management side Shri / Smt.	Sl. No	Association side Shri / Smt.	Position
01	Ravi Kumar Bunga, PGM(CFA) COVJ	01	J. Umamaheswararao, DGM, VJW BA	Circle Secretary
02	K V Satya Prasad, Sr.GM(HR&Admn.), CO VJ	02	K. Lingamaiah, SDE, ATP	President
03	M. Ratna Babu, Sr. GM (Fin), COVJ	03	G. Acheswara Rao, JTO VJW BA	Asst. Circle Secretary
04	Y.Ravindranath GM(S&M)CM, CO VJ	04	M. Chalamaiah, AGM, PKM BA	CWC member
05	A Srinivasa Rao GM(CM), CO VJ	05	I. Madhusudhanarao, JTO, NLR BA	Asst. Circle Secretary
06	P.Koteswararao, DGM (Admn.), COVJ	06	M. Satya Sasidhar, SDE, KNL BA	Asst. Circle Secretary
07	Ch. Venkateswarlu, DGM (CFA), COVJ	07	K. Ramesh babu, JTO, VJW BA	Dist. Treasurer, VJW BA
08	J Krishna Rao, EE(Civil- VJW), COVJ	08	D. Pradeep Kumar, AGM, VJW, CNTX-S	ACS, CNTX-S
09	S Bhujanga Reddy, EE(Elec-Plg), COVJ			
10	M.A Wase, SDE(Civil), COVJ			
11	B. Bhasya, AGM(SR&Genl), CO VJ			
12	R.Srinivasarao, AGM (Admn), COVJ			

Sr.GM (HR&ADMN.) welcomed the CGMT AP circle, all senior officers, executives, Circle Secretary, SNEA AP circle and all other members of SNEA for the 1st Formal meeting with CGM.

CGMT, AP Circle welcomed all the senior officers & executives of CO VJ, all the members of SNEA and stated as follows in his opening remarks:

A dialogue can resolve many issues. The technical and financial constraints of BSNL may be considered while projecting the staff, personal and technical issues for resolution. Associations may take up those issues which are possible and plausible so that the management can provide solutions at the earliest. The transfer mechanism shall be treated as an opportunity to gain competency and knowledge but not as a punishment. It is the opportunity to every employee to excel in his/her career progression. However, Management is ready to exempt such specific and genuine cases where the personal issues of an employee overweighs the true spirit behind the transfer policy.

Sri J. Umamaheswararao, DGM, VJW BA, Circle Secretary, SNEA AP circle in his address welcomed the CGMT AP circle, all the senior officers, executives of CO VJ & all the members of SNEA. After 3rd MV, being a majority association, he requested CGMT to conduct formal meeting in the AP circle. He informed that only those issues which are not resolved at the BA level are brought here and requested CGMT to look into the following matters.

Orders for look after arrangements are being issued locally by GTR and NLR BAs without following the seniority and without obtaining CO VJ approval, exemption of transfer to the employees within AP circle whose children are studying 11th and 12th as being considered by CO ND, implementation of BA to OA & vice-versa transfers for the technical staff as similar to the accounts wing, those executives (<20 years stay) who have applied for inter circle transfers to hard tenure may be exempted from intra circle transfers, request to exempt the PH cases, spouse cases, chronic diseases cases from transfer. CS, SNEA AP circle requested to reduce the Intra circle long standing transfers to the extent possible as it is being done in Karnataka circle.

Thereafter, the regular agenda points were taken up for discussion.

I. Network Speed and Reliability in FTTH: (TX-1)

1. Immediately take necessary steps to minimize the major Core Network route interruptions (Chennai to Vijayawada) and other media interruptions.

Reply from GM (TX): As per CNTX-S VJW information

- 1+1 Protection AW nodes is installed between VJW & CHNG (Nungambakam, Chennai)
- 1+1 Protection AW nodes is installed between VJW & CHFB (Flower Bazar, Chennai)

During discussion:

Association members proposed to hire the fiber of private operators in the route from Nellore to Kadapa (Badvelu) to arrange the additional link between Vijayawada and Chennai via Kadapa.

GM (TX) informed that already correspondence made with CNTX-S for provision of additional link to Chennai. CGM informed GM (TX) to take up the matter once again with CNTX-S.

Action by: GM (TX)

II. MOBILE NETWORK IMPROVEMENT: (CM-4)

The main reasons for not meeting the BTS uptime of 99.5% in some BAs is due to poor battery Backup, DG sets not working, media issues and Spares scarcity in the case of Nortel/Motorola Technologies.

1. There is a scarcity of spare parts for Nortel/Motorola to maintain the uptime of Nortel BTS/Motorola BTS. It is requested to plan the swapping of 2G Nortel/Motorola BTS with ZTE/NSN.

Reply from GM (CM): As per CO ND directions (through (SZ) Zonal BTS card repair tender), In AP Circle as on 10.05.24, 300 of 609 NOR cards were repaired & BAs confirmed that 223 are in good condition; 699 of 1182 MOT cards were repaired & BAs confirmed that 523 are in good condition. High traffic rural sites were already swapped with sparable ZTE/NSN equipment in last two years. Sufficient spare ZTE/NSN equipment is not available for swapping of NOR/MOT sites. After rollout of Ph.9.2 TCS 4G project, said swapping will be done based on CO ND directions

During discussion:

Association side informed that only control cards of Nortel are being repaired.

GM (CM) intimated that earlier AMC was there for Nortel and Motorola cards and later no AMC is there for repair of cards. After continuous persuasion, Zonal tender was finalized for repair of Nortel and Motorola cards. At present Repair charges are Rs 2000/- per card and whereas, AMC charges were Rs 50,000/- per card. CO ND instructed all the circles to send the faulty cards to vendor and furnish the details of repaired cards and Repair not possible cards. CO ND informed to utilize the repaired cards till launching of 4G. Later these cards are not useful as they are not compatible with the 4G. Some of the BAs are already utilizing the cards available from the closed IP sites to locked sites in place of faulty cards.

4. There is a Shortage of Non-Executives in maintaining the non-BSNL sites which is very difficult for the field staff to maintain the NBSNL sites. The maintenance of Non-BSNL Sites in Urban and SDCA headquarters also may be included in the tender for BTS outsourcing.

Reply from GM (CM): As per Organizational Restructuring norms: one TT/ATT may be posted in Urban (per 35 BTS sites) and in Rural (per 20 BTS sites). As per BSNL's PAN India New BTS

Outsourcing Policy-2022, No Mobile site maintenance outsourcing is permitted in Metro district/BA/SSA/ SDCA HQ's city limit & area up to 2KM in radius beyond city limits.

5. In BAs Cell-One O&I and O&M teams should be strengthened with a well-defined scope of works uniformly throughout AP or merge as one unit under the control of the BA head. The following measures are suggested:

Reply from GM (CM): O&M teams are responsible for site/media/passive & active Infra O&M works. O&I teams are responsible for Installation & optimization works. RAN SoP defined by CO ND was already circulated to all BAs.

a) Sufficient Supportive staff may be posted.

As per Organizational Restructuring norms: one TT/ATT may be posted in Urban (per 35 BTS sites) and in Rural (per 20 BTS sites)

During discussion:

Association side requested to issue a letter by specifying the scope of works of O&I and O&M teams.

GM (CM) agreed to issue a letter and said that both the teams are equally capable to handle the things.

GM (S&M) CM proposed to merge the O&I and O&M teams and to post them under BA head in the name of mobile team. CGM opined that having separate O&I team under GM (CM) is more appropriate while executing the major projects like Phase IX.2 and 4G saturation and agreed to the proposal of merging the O&I and O&M teams and post them under BA head after execution of Phase IX.2 and 4G saturation works.

Action by: GM (CM)

III. Transmission segment: (Tx-4)

1. O.F. routes more than 90% of the total RKM completed the age of more than 20 - 25 years which underwent more cuts so as the optical characteristics were drastically reduced. Rehabilitation and new OFC routes may be taken up on a priority basis to have an efficient and more reliable transmission medium for our services.

Reply from GM (Tx): Rs.9Cr budget allocated to BAs for rehabilitation works and tendering in process at MM unit, Circle office. Under New Capex works, CNTX South has taken up 300km of OFC works for AP Circle. In addition to this, GTR BA has been taken up works of New CAPEX works of 30km & SKM BA-4.5km CAPEX works approvals has approved by COND under Upgradation.

During discussion:

CGMT opined that Rs.9Cr budget may not be sufficient but most of the BAs are not even utilizing the fund given like ATP BA utilized only 50% of the amount sanctioned and requested to utilize the total fund allotted for rehabilitation works.

Sr. GM (F) intimated that before 2 years there was ban on CAPEX and CO ND sanctioned the amount recently. He further said that route finalizations, creation of WBS completed in AP and tendering is under process.

Action by: All BA Heads

2 It is requested to make availability of OFC Inventories (OFC Cables, Joint kits, Patch cords, Pigtails, Connectors) in all BAs.

Reply from GM (Tx): OF stores Inventory is being made available at every BA.

During discussion:

Association side intimated that in the stores SC-SC patch cards are available and requested to arrange for LC-FC patch cards.

GM (TX) replied that the matter will be examined and will be resolved at the earliest by obtaining the requirement of the same from BAs.

Action by: GM (TX) & All BA Heads

3. Due to the shortage of A1 Nodes and B2 Nodes CPAN network is not fully implemented which is causing rerouting issues during interruptions.

Reply from GM (Tx): Issue is already escalated to CPAN NOC, Bangalore and pursuing for the early solution.

6. Outsourcing OFC cable maintenance works and splicing and patrolling is the need of the hour. Hence please allot dedicated vehicles with sufficient Kilometers.

Reply from GM (Tx): At present, Maintenance of OFC cable is being maintained by In-house TX teams including splicing works. Post VRS -2019, Approvals for outsourcing of the labour is given to all the BAs.

During discussion:

Association side intimated that nowhere patrolling is being conducted and requested for existing guidelines on patrolling.

GM (TX) intimated that route patrolling is being done wherever works are going on.

Further, CGM intimated that TX staff structure in the BAs will be reviewed.

Action by: GM (TX)

Other General Issues: (Civil-2)

BSNL Exchange buildings are ready to collapse due to a lack of proper maintenance at some places. In some buildings, leakages of rainwater cause equipment damage. The compound walls in some places are collapsed. It is requested your good office to arrange civil team to carry out repairs to BSNL exchanges and premises.

Reply from SE (Civil), CO VJ: Estimates are being submitted by Civil field units for the works requested by the BAs. However, many works could not be taken up for want of budget / fund. During recent review meeting, the BA heads were requested to furnish the list of works to be taken up during FY 2024-25 for projecting the budget requirement & for taking up the works when the budget allotment is done.

During discussion:

CGMT instructed to identify those buildings which are ready to collapse and arrange to vacate them immediately. He further instructed to carry out the works on priority to clear the route to the GM office, Nellore before rainy season starts.

Sr. GM (Fin) intimated Civil wing to identify 10 to 15 buildings/exchanges/GM offices every year for repair works and submit the proposals. He further informed that, on the request of Sr. CE

(Civil), immediately allotted budget for carrying out the repair works of the GM offices at Tirupati and Ananthpur BAs.

Action by: Sr. CE(Civil)

1. Proper maintenance of Staff quarters, IQs and ensuring hygiene conditions at office washrooms.

Reply from SE (Civil), CO VJ: Estimates are being submitted by Civil field units for the works requested by the BAs. However, many works could not be taken up for want of budget / fund. During recent review meeting, the BA heads were requested to furnish the list of works to be taken up during FY 2024-25 for projecting the budget requirement & for taking up the works when the budget allotment is done.

During discussion:

CGMT instructed to explore the possibility to arrange separately for the bed linen, in order to maintain the IQ's properly as it is being followed in ITPC Pune.

Action by: All BA Heads

IV. HR ISSUES: (HR-18, Fin-3)

1) OTP Transfer requests:

- a) Issue orders for OTP Transfers Request and circulate OTP requests in the AP intranet.**
- b) Conclusion of OTP Requests process before opening the next window with a Waitlist**
- c) Maintain OTP requests wait list and publish it in the AP Intranet, instead of cancellation.**

Reply from Sr. GM (HR/A):

OTP requests are being considered based on the feasibility and as per the requirement of the administration progressively until next OTP window is about to be opened. Non feasible cases are being rejected well before the opening of the next OTP window to facilitate the executive to apply afresh. The OTP Transfer policy does not provide for maintaining waitlist and the COND is also not maintaining any waitlist and disposing off all the OTP requests before the next OTP window opens.

During discussion:

Association side requested to consider the normal OTP requests of the executives in case of intra circle transfers to avoid the same executive to come in long stay Intra circle transfers and also raised that requests to Circle Office are not being considered from BAs.

SR. GM (HR/A) replied that in case of long stay transfers the choice of places and vacancies are already defined based on the overall sanctioned/working strength of the BAs and after receiving the requests from the executives, CO VJ is analyzing them to issue orders in the best possible manner to safeguard the interest of both the employee and the organization.

CGMT instructed admin section to keep track of OTP requests in order to identify the staff who are applying consistently. He assured the association members that need of an employee will be addressed by the management. CGMT further said that based on the requirement and capacity, capability & competency of the employee recently some are being posted in the CO VJ.

2) Longstanding Transfers/Transfer Policy

- a) **Limiting Long Stay Transfers only to meet shortages. At present, almost all BAs have sufficient staff hence requested to confine to need base transfers only instead of rotational mass transfers.**

Reply from Sr. GM (HR/A): As per COND guidelines transfer shall be effected to the executives with BA tenure of above 10 Years and not having any immunity from transfer limited to 15% of the sanctioned strength. SDE and above level executives with circle tenure more than 20 years are exempted as per CO ND instructions.

During discussion:

Association side requested to reduce the % of Intra circle long stay transfers to the possible extent and intimated that TN, KTK circles have displayed only 7 to 8% only.

CGMT informed that during last year 7% intra circle long standing transfers could only materialized after exemption of the immunity cases, spouse cases, health issues..etc. Further informed that this year also 15% will be taken but exemption will be given to all the genuine cases.

Sr. GM (HR/A) informed that % of employees who have completed 10 years and above are more in AP as compared to the neighboring circles and within 3-4 years it will come down gradually.

- b) **Deploy more executives in the field rather than Administrative offices. The staff who are working in Administrative offices, MSC, O&I and Indoor may be transferred to the field every 4 or 6 years on a rotational basis, similarly, the executives who are working in the Transmission and O&M may be transferred to their required places after completion of stipulated time that is 4 or 6 years. It is very useful for executives in the interest of BSNL and will avoid monotonous work, to discharge their duties with more enthusiasm which will improve overall performance and also individual IPMS and APARS will be improved.**

Reply from Sr. GM (HR/A): The transfers are being made based on the request of the officials, recommendations of BAs/Unit Heads, sanctioned strength as under restructuring, as per administrative requirement.

During discussion:

CGMT informed to explore the people to work in any post to improve competency.

Also intimated that the above matter will be looked into.

Action by: Sr.GM (HR&A)

- c) **Guidelines for OA to BA and vice versa transfers within a BA may be given.**

Reply from Sr. GM (HR/A): Request transfers from the BA to OA are being sent to the BA heads for deciding at their end. While implementation of long stay transfers during the last financial year, BA to OA / OA to BA requests were not considered. BA to OA long stay transfers received: JTO-5, SDE-2, AGM-1.

During discussion:

CGMT informed that BA to OA and vice-versa transfers will be considered for other streams also as it is being done in Finance wing. This is win-win method for administration and officials.

Action by: Sr.GM (HR&A)

- d) **Consider Manual transfer requests of Executives from CNTX-S to Circle/BA.**

Reply from Sr. GM (HR/A): SDEs and above can apply through OTP portal for transfer from CNTX to other circles, However, such provision is not available for JTOs. Manual requests of the JTOs working under CNTx (S) to Circle/BA may be considered if received through CGM, CNTX(S) with due recommendations.

During discussion:

CGMT informed that the Manual requests of the JTOs working under CNTx (S) to Circle/BA will be examined and the issue for creation of such provision in OTP will be escalated to CO ND for effective utilization of staff.

e) Strengthen the CNTX-S by posting JTOs.

Reply from Sr. GM (HR/A): JTO's are being posted as per the request CNTx-(S). However, CNTX-(S) was requested to review the working strength across the BAs and take necessary action for redistribution the work strengths at the desired locations for effective maintenance of routes.

3) Consider the Requests for posting in O&I and MSC sections.

Reply from Sr. GM (HR/A): Executives are being posted to O&I and MSC as per the requests and as per request/recommendations of GM (CM).

4) Review of Transfer policy by adding chronic diseases like Liver cirrhosis, and ulcerative colitis, etc.

Reply from Sr. GM (HR/A): Policy decision and is under COND purview.

During discussion:

Sr. GM (HR/A) intimated that the above cases are being considered in the Intra circle transfers to the extent possible.

CGMT instructed admin section to obtain the requests from the concerned and escalate the matter to CO ND.

Action by: Sr.GM (HR&A)

5) Call options from executives for looking-after arrangements at circle level only by following seniority. Minimize looking after arrangements as per guidelines of the Corporate Office.

Reply from Sr. GM (HR/A): Looking after arrangements are being done by observing the BA/OA/COVJ/O&I units (in the OA/BA) seniority as the executives are not willing to move out.

During discussion:

Association raised about the issuance of looking after promotions by GTR and NLR BAs without following the seniority and without obtaining the CO VJ approval.

CGMT informed that the matter will be examined and further intimated that on promotion same place cannot be guaranteed to anyone.

Action by: Sr.GM (HR&A)

6. Time-bound promotion cases are getting delayed due to missing or improper data entry in ERP. It will delay the time-bound upgradation of Executives and hence remedial steps may be taken.

Reply from Sr. GM (HR/A): Time bound up-gradations are being done regularly and TBU cases completed up to the month of March-2024. Only 5 cases are pending which are due by March-2024 are due to currency, VC withheld & APAR missing and instructions are there for the BAs for updation of the TBU data from time to time.

7. IPMS Related issues:

- a. No workload other than mentioned in IPMS.**
- b. Weightage availability of resources may be taken into account while assigning IPMS targets.**
- c. Provision to show the reasons, and shortcomings in achieving the target assigned may be provided.**

Reply from Sr. GM (HR/A): Policy decision and is under COND purview.

During discussion:

CGMT informed that CO ND instructions should be followed.

9. Status on EPF Higher Pension applications.

Reply from Sr. GM (Fin): In AP Circle, total 957, EPF higher pension application against centralized establishment ID GRGNT1243000 (w.e.f 01.11.2017) received from members, out of that 954 cases approved and 03 cases withdrawn by the member for higher pension.

During discussion:

Association side intimated that cases are being pending at EPF office and not able to know whether it will be accepted or not.

Sr. GM (Fin) intimated that matter will be taken up with EPFO.

Action by: Sr.GM (Fin)

10. Lot of unrest is prevailing in GTR BA & ONG OA due to the vindictive attitude of Sri S. Sridhar GM GTR are to be resolved on priority.

Reply from Sr. GM (HR/A): No specific issue was brought out in the agenda point.

11. Facilities to SNEA as a Recognized Majority Representative Association:

Reply from Sr. GM (HR/A):

a) Sanction of accommodation for SNEA Office at BA/OA Level.

Accommodation was already provided at GTR, VJW, KNL BAs and under process at ATP, CTR& VM BAs. As reported by the SKLM, ELR, RMY&NLR BAs, no representation received from Association so far.

b) Sanction of FTTH Connections SNEA circle /BA offices.

As per REA rules 2014 there is no provision for sanction of FTTH connection to Association offices.

During discussion:

At the time of closure of LL facility (under Copper Mukth scheme) alternative FTTH facility will be given to the association offices as per applicable rules.

12. Empanelment of hospitals for indoor treatment on a cashless basis.

a). We have only 66 hospitals empaneled, and very less when compared to Telangana where it was 139 Hospitals empaneled and other big circles. Empanel more hospitals in each BA and major city or Town.

Reply from Sr. GM (HR/A): As of now 18 empaneled hospitals are available in AP circle. Only Ananthpur BA is not having empaneled hospital till date.

CO ND directed to empanel the hospitals already empaneled with CGHS and gave such list of about 66 hospitals in AP circle. Instructions were given to BAs vide letter dated 12.03.2024 for empaneling the hospitals already empaneled with CGHS.

BA	Number of hospitals empaneled with CGHS	Remarks
GUNTUR	10	Renewal of one Hospital is under process
NELLORE	6	-
VIJAYAWADA	18	3 Hospitals already empaneled with BSNL
VISAKHAPATNAM	32	3 Hospitals already empaneled with BSNL
Grand Total	66	

During discussion:

Association side mentioned that CGHS 2014 rates are the major constraint for empaneling the hospitals.

Sr. GM (HR/Admn) informed that CO ND instructed to empanel the hospitals on CGHS Hyd 2014 rates as amended from time to time and that the concerned amended new rates may be intimated to the hospitals to encourage them to empanel with BSNL on CGHS rates.

CGMT informed to instruct ATP BA to empanel one reputed hospital at the earliest and also appealed all the association members to pursue with BAs to empanel the hospitals.

Sr. GM (Fin) intimated that while settling the claims, latest amended CGHS tariff only being followed in AP circle.

Action by: GMTD ATP BA

b) Pending medical claims to various empanel hospitals /employees may be cleared and escalated to BSNL CO for early clearance.

Reply from Sr. GM (Fin):

The details of pending indoor and OD waival claims older than 3 months from the date of receipt are as follows.

Name of BA (1)	Old pending indoor & OD waival medical claims as on 06.06.2023 (Treatment period up to 05.09.2022) (2)	Old pending indoor & OD waival medical claims cleared (3)	Old pending indoor & OD waival medical claims balance $4=(2-3)$	New pending indoor & OD waival medical claims as on 01.05.2024 (Treatment period from 06.09.2022 to 31.07.2023) (5)	Total Claims pending (6)
Anantapur	46	20	26	7	33
Chittoor	5	5	0	5	5
Eluru	33	24	9	2	11
Guntur	114	74	40	71	111
Kurnool	6	6	0	10	10
Nellore	2	0	2	2	4
Rajahmundry	6	6	0	2	2
Srikakulam	16	14	2	2	4
Vijayawada	24	23	1	9	10

Visakhapatnam	4	4	0	0	0
Total	256	176	80	110	190

The reasons submitted for delay by BA's in regard to above claims is delay due to submitting the missing documents by employees and delay in obtaining visit reports. In this connection, it is here by intimated that corporate office is clearing working employee payable every month. Retiree and hospital vendor's bills is being cleared by corporate office for every 3 months. Working employee claims are processed up to April 2024 and Retired & empanelled hospital claims are processed up to Mar 2024.

During discussion:

CGMT instructed to address a letter to the concerned in the GTR and ATP BAs and to call the concerned admin/finance executives from GTR BA to CO VJ along with the details with schedule for completion of the cases at the earliest.

Action by: Sr.GM (HR&A) & GMTD GTR BA

13. As the 4G saturation project in AP Circle covers all the agency, rural, hill terrain villages, identification of hard/soft tenures proposal may kindly be initiated from AP Circle and with due recommendations of the local District Collectors may be forwarded to BSNL Corporate office to notify the some of the SDCAs in respective BA/OA as hard/soft tenure stations.

Reply from Sr. GM (HR/A): No proposals are received from the BAs having 4G saturation project.

During discussion: If any proposals are received from the respective BA's the same will be looked into.

15) Provision of Laptops/Mobile Handsets for Executives.

Reply from Sr. GM (HR/A): Provision of laptops is available only GM and above level officers as of now in BSNL. Matter is under purview of CO ND.

Facility for provision of mobile handset is already available.

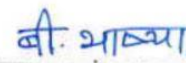
16) Discussion on the latest letter issued by APCO on the low performance of executives in the AP Circle.

Reply from Sr. GM (HR/A): No comment as no specific issue under the order is brought out.

During discussion:

CGMT informed that the comments in the posting order is to improve the performance of the employee and also to increase the competency among employees.

This has got the approval of CGMT, AP Circle.

 24.06.2024

(B. Bhasya)

सहायक महाप्रबंधक (स्थापना)
Asst. General Manger (Estt.)
का.मु.म.प्र.दू. आं.प्र.दूरसंचार परिमंडल
O/o CGMT, A.P Telecom Circle
विजयवाडा Vijayawada - 520004.