



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters New Delhi**

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No: AIBSNLEA/CHQ/CMD/2022

Dated: 21.12.2022

To

**Shri P.K. Purwar Ji,
CMD, BSNL,
New Delhi – 110001.**

Sub: Sincere thankfulness on debugging the malicious trap in the APAR software Package based on the constant appeal from this association thereby Saved the future of many officers and **once again fervently appeal to immediately set right the previous cases already trapped due to the flaw in ERP System, for the reason no way related to the dedicated officers, who are waiting for their due promotions and financial upgradations-reg.**

Respected Sir,

At the outset, we extend our sincere gratitude to your kindness to look into the request of this association to debug the trap in the ESS portal while submitting the APAR by the Reporting/Reviewing officers and issued necessary guidelines to concerned officers to address the issue. It is learned that the issue is properly addressed and debugged so that carriers of executives will not be trapped again while submitting APARs and the APAR submission system is now onward able to alert against any mistake of this kind.

Sir , we are constrained to submit to your kind attention that the errors in the APAR of already trapped executives, for the reason no way related to them but the inability of the ERP system to trap the mistakes inadvertently done by the Reporting/Reviewing officers, have not been addressed so far even after the prolonged earnest appeal by this Association at different levels is a matter of deep concern and demotivation to the affected executives especially that their long awaited due promotion is expected shortly. We request your sagacity for the immediate intervention to the worrying matter and requested to issue necessary guidelines to the concerned for the resolution of this painful existing issue without any more delay so that the inadvertently affected officers are no way punished further during the coming up CPC for promotions or financial upgradations etc.


While submitting the APAR, the Reporting Officers selecting the Option **“Beyond Doubt”** against the column **“Integrity”** and while proceeding forward for final submission, the Option **“Beyond Doubt”** against the column **“Integrity”** inadvertently changed to **“Not Watched The Officers Work”**. This unintentional error from the part of Reporting Officer could not be corrected after its submission as there is no option to revert it. The Reviewing Officers are also may not see the details of the APAR and agree with the assessment of the Reporting officers before Submission. This bug is noticed belatedly by the APAR submitting officer on acceptance of the APAR grading. After noticing the mistakes from the part of Reporting/Reviewing officers, the Reporting & Reviewing officers are sharing a written declaration to the affected officer that they have selected the Option **“Beyond Doubt”** against the column **“Integrity”** and the rest of the things happened unintentionally.

These noting of the reporting and reviewing officers may be treated as the selected Option of **“Beyond Doubt”**. It is replied from Corporate office that, as per DoPT OM No.21011/1/2005- Esst(A)(Pt-II) dated 14-05-2009 Para 2(iv) , the inadvertent error cannot be reopened . However, here the basic matter is the inability of the APAR system to alert against any mistake. Wherever is the mistake, punishing the sincerely working executive for the reason beyond the domain of the affected officers may kindly be avoided. It is understood that as per DoPT OM No.21011/1/2005- Esst(A)(Pt-II) dated 11-02-2016, **“Not Watched The Officers Work”** is not an adverse remark.

Sir, on the aforesaid grounds, we once again earnestly appeal your kind attention to cause issue necessary guidelines immediately to sort-out all such mistakes happened so far. Certainly, it will enhance the motivation and working morale of all the affected executives in BSNL especially on the fact that long pending CPCs of the affected officers are expected without delay.

With kind regards,

Yours Sincerely,


Shri Shaji V
General Secretary
AT BSNLEA CHQ

Copy for kind information and necessary action to:

1. Shri Arvind Vadnerker, Director (HR) BSNL Board, New Delhi-110001
2. Shri S N Gupta, GM (Pers), BSNL CO, New Delhi – 110001.
3. Ms. Anita Johri, PGM (SR), BSNL CO, New Delhi – 110001