



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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the General Secretary

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No: SNEA/CHQ/CMD/2018-21/164

Dated 07.02.2022.

To

Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.

Sub: Proposed move for Rotational Transfer of about 500 SDEs and DEs in the guise of long stay, incurring huge expenditure – our strong protest reg:

Ref: 1. No: BSNLCO-PRII/19(13)/2/2021-PERS-II Dated 02.02.2022.

2. No: BSNLCO-PETS/19(13)/2/2021-PERS-II Dated 02.02.2022.

Respected Sir,

The sudden move for out of Circle transfer of about 500 Executives, almost all of them are 53-55 years of age by spending Crores of rupees as Transfer Grant is nothing but harassment of the Executives. It is clear that the proposal is for Rotational Transfer on long stay basis and not for meeting the shortages in deficit and Tenure Circles. As per transfer policy also, need based transfer only suggested. The urgent meeting of the Circle Secretaries and CHQ Office Bearers of SNEA held on 06.02.2022 condemned the decision and requested management to desist from any such move which will create industrial unrest in the organization.

SNEA is the largest Executives Association from the beginning and always continuing the same status, even today. It is the membership which really reflects the Executives choice. SNEA is the only Association representing Executives from the entire spectrum, irrespective of cadre or wing. **Rumors are spreading that management is using the Majority Association against the Executives and with their concurrence only the Rotational transfer concept is proposed (If it is implemented, their members also come under the ambit of rotational transfer in 1 or 2 years).** About 99% of the Executives coming under the ambit of present rotational transfer are SNEA members which shows that the present Majority Association is not representing the views of all the Executives in BSNL. Being the largest Executives Association, for getting the views of majority of BSNL Executives and covering all the sectors, management has to take the view of SNEA on important policy matters.

The transfer is against many provisions of the BSNL Transfer Policy. As per transfer policy, Circle tenure is 18 years. Then arbitrarily fixing 26 years as the criteria is vindictive and just to harass the senior most SDE/DEs waiting for promotion. If management is adamant on Circle tenure, then 18 years should have taken as the criteria.

After the VRS, large vacuum is created in the field units, especially in DE and DGM grades. That has been addressed by rotating the remaining Officers as per requirements and giving additional/looking after charges and many SDE/DEs in the list have already undergone one such transfer/shifting within Circle. Almost all the SDE/DEs in the list are holding very important posts of DE and DGM after the VRS. Now the system is just stabilized, after the VRS. **Shifting all of them again will impact the balance and severely affect the services.**

Most of the SDE/DEs are very seniors and waiting for DE/DGM promotions. Instead of promotion, management is giving them out of Circle transfer without any valid reason which is nothing but a punishment.

Most of the Officers are at the age of 53-55 and shifting them out of Circle at this will be counterproductive and with that the efficiency is not going to improve at all. Rather deliberate transfer at this age will demoralize them and decrease their productivity.

For better efficiency and improving the system, change of station within the Circle can be done and almost all the Circles are doing it on need basis.

The shortages in deficit Circles are met normally through promotions. This is the healthy practice followed by DoT and BSNL so far. But this time, promotion is also stopped by management without any valid reason. Transfer out of Tenure Circles and deficit Circles and creating artificial shortage cannot be agreed.

Management is not having the money to settle the pending TA bills for the limited people posted/ come back from Tenure Circles and bills are pending for 6 months to 1 year. At the same time, in the present serious financial crisis, transferring 500 Executives out of Circle can be treated as punishment transfer only.

When BSNL is not able to pay the salary in time, making transfer for the sake of transfer incurring Crores of rupees cannot be accepted.

Transfer at the mid/end of academic year is another harassment. Even as per transfer policy, transfers are to be done during April-May of the year only.


In earlier occasions, management exempted ladies from transfer on promotion. Thereafter declaring them as long standing is not the right thing which cannot be agreed upon.

In earlier occasions, even during promotion, there was a commitment from the management that the Executives will be brought back to their choice Circle after 2 years. That assurance also surprisingly missing in this proposal.

Transfer out of Tenure Circles: Certain Circles are declared as hard Tenure Circles by the Govt of India and BSNL, considering the political situation, terrain, climate, local conditions etc. In order to provide services and encourage the local Executives and the Central Govt employees to remain in such Circle/station like J&K instead of opting out of Circle, Govt and BSNL announced certain incentives also. Even to address the shortage in these Circles, Executives are transferred into these Tenure Circles. Surprisingly, forgetting all these facts, BSNL management proposing to transfer the Executives out of Tenure Circles and create artificial shortages. Almost all the Executives are already transferred from one SSA to another tenure SSA, within Circle. So, transferring Executives out of Tenure Circle and creating artificial shortage for the sake of rotational transfer cannot be accepted.

In view of the above, the meeting of the Circle Secretaries and CHQ Office Bearers of SNEA held on 06.02.2022 request management to desist from the move of rotational transfer, which will create industrial unrest in the organization. Management has to limit the transfer to need based transfer and encourage Executives to work in the deficit Circles by calling volunteers from those completed the Circle tenure of 18 years.

With regards,


(Sebastin. K) 07/02/2022

- Copy to:**
1. Shri. Ashwini Vaishnav, Hon MoC for info & kind intervention pl.
 2. Shri. Devusinh Chauhan, Hon MoS for info & kind intervention pl.
 3. Shri. K. Rajaraman, Secretary, DoT for info and kind intervention pl.
 4. Shri. Arvind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.
 - 5-8. All other Directors of BSNL Board for info and n/a pl.
 9. Shri. R K Goyal, PGM(Pers), BSNL CO for information and n/a pl.
 10. Smt. Anita Johri, Sr GM(SR), BSNL CO for information and n/a pl.