

SNEA, SEWA & AIBSNLOA.

No. Forum/BSNL/Corr/2023-24

Dated: 23rd May 2023.

To,

Shri. P. K. Purwar Ji
Chairman cum Managing Director
Bharat Sanchar Nigam Limited
Janpath, New Delhi

Subject: Request for keep on hold the mass Intra/Inter Circle transfers of Executives on long stay basis till completion of process for 3rd Membership verification - regarding.

Ref: 1. Letter No. BSNLCO/PETS/11(11)1/1/2023/Pers-I dated 12/05/2023.

2. AGM Transfer Order No. BSNLCO/PETS/11(11)1/1/2023/Pers-I dated 17/02/2023.

3. SDE Transfer Order No. BSNLCO/PRII /19(13)/2/2021/PERS-II dated 12/05/2023.

4. Letter No. BSNL/5-1/SR/2022 dated 13/07/2022.

5. Letter No. BSNL/5-2/SR/2019 dated 16/06/2020.

6. Letter No. BSNL/5-1/SR/2019 dated 25/06/2020.

Respected Sir,

With reference to above subject and letters, BSNL management has issued long stay transfers of Executives in cadre of SDE and AGM respectively with 24 and 25 years continuous service in particular Circle. Since last year, Management has started these long stay transfers and about thousand Executives have been transferred over the last year.

In addition to Inter Circle Transfers, this year directions are issued to Circle Heads to issue Intra Circle Transfers of Executives with stay of 10 years in particular SSA. With these intra and Inter Circle Transfers on basis of long stay there will be more transfers to fill up the vacancies created and it is projected that about 5000 Executives will be transfers in this rotational transfers.

Sir, it is to bring to your kind notice that many of these officers under transfer are actively involved in works of 4G saturation project and Provision of FTTH under Bharat Udyamai Project. Changing the portfolios of about 5000 Executives out of 19000 Executives in telecom wing will have very adverse impact on the ongoing Dream Projects i.e. Bharat Udyami Project for provision of 5 Lakh FTTH Connections and 4G Saturation project for providing GSM services in 290000 villages all over India as assigned by Hon. Prime Minister of India. These projects are to be completed in remaining 200 days and hence it will be supporting to progress of these projects if these transfers are kept on hold.

BSNL is just coming out of financial crises and these transfers will cost BSNL crores of rupees which cannot be affordable at this stage when BSNL is meeting cut throat competition and unable to meet expenses for day to day need.

As per letter under reference 1, which is issued for initiating Inter/Intra Circle long stay transfers it is mentioned that these transfers are proposed to minimise the excess/shortage difference among the Circle. But same is not followed in the Transfer orders issued vide orders under reference 1 & 2 and transfer orders are issued regardless of shortage and excess strength. We associations are requesting for keeping transfers minimum to meet shortages and not just for exchanging officers from one Circle to another circle.

In different meetings, it has shared by Director HR and PGM/GM Pers that the transfers are issued to bring changes in work culture of Executives among different Circles. But we find that there is no such cultural change seen on issuing mass transfers but we find that it has negative impact on overall growth of BSNL and hence needs sympathetic consideration.

Further, the process for 3rd membership verification has been initiated and the elections are to be held in coming three months and transfers issued during ongoing Membership verification process will have adverse impact on mind-set executives under transfers. There are chances that these officers may lose the voting during this Membership verification.

As per the guidelines issued by BSNL, the transfers are not issued during the Membership verification process so that there is fair approach in overall election process and no executive is missing casting his valuable vote. During MV of Non-Executives held during last year, BSNL Management has taken stand to keep on hold all transfers till the Membership verification process is completed. SR cell has issued guidelines for not issuing Transfers during code of conduct of membership verification vide letter under reference 4, 5 & 6. Copies attached.


This was also followed during 2nd membership verification of Executive associations Copy attached. But this years, instead keeping on hold the transfers, mass transfer orders are issued as per order under reference 1 & 2 above.

It has been projected that the mass long stay transfers are in the interest of BSNL, but practically the situation is different and it can be seen that profit making Circles like, Tamilnadu, Karnataka, Kerala, Maharashtra, Punjab etc are targeted during these transfers as hundreds of officers from these Circles are under transfers.


In view of above, we request to keep on hold the Inter Circle Long stay Transfer orders under reference as well as the Intra Circle Transfer orders issued by different till the process of 3rd membership verification is completed and see that 3rd membership verification is carried out in fair manner by adhering to code of conduct during Membership verifications.


We also request to limit the long stay transfers to meet shortages in different Circles and mainly Inter Circle transfers may be issued from SSAs of Circles having Excess working Executives to SSAs of Circles having shortage of Executives and let it be limited to Inter Circle Transfers.

We further request to direct GM Pers BSNL CO to publish white paper on impact of long stay Inter/Intra Circle transfers issued last year so that all the executives in BSNL can have clear picture about it. After analysis of this data, decision on proposed long stay transfers may be taken please.


M. S. Adasul
GS SNEA

d/c


N. D. Ram
GS SEWA


Janardan Yadav
GS AIBSNLOA

Copy to:

1. Shri Arvind Vadnerkar ji, Director (HR), BSNL Board, New Delhi for kind information and with request to look into issues due to mass transfers during 3rd MV.
2. Mrs. Anita Johri, PGM SR BSNL CO for kind information and with request to look into issues of code of conduct to be followed during the membership verification process.
3. Shri. S.N. Gupta, GM Pers BSNL CO for kind information and n/a please.



BHARAT SANCHAR NIGAM LIMITED

(A GOVERNMENT OF INDIA ENTERPRISE)

SR CELL, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/5-1/SR/2022

Date: 13, July, 2022

To

1. All CGMs, BSNL
2. CGM (BW)/CGM (Elect.)/CGM(Arch.), BSNL C.O.
3. PGM (Pers)/PGM (Estt.)/ Sr.GM (TF), BSNL C.O.

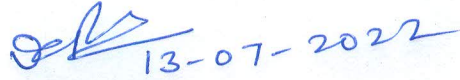
Subject: No-transfer of non-executive staff till completion of 9th membership verification process in BSNL-regarding

In view of the impending 9th Membership verification for recognition of majority representative union(s) in BSNL, it has been decided that normal/ rotational outstation transfer orders of non-executive (Group C & D staff) employees, issued till date, which are not implemented till 27.07.2022, may be kept in abeyance till further orders or completion of 9th membership verification process.

Exceptions: -

1. Transfers on promotion or change of cadre
2. Tenure Transfer (Hard/Soft/Rural)
3. Transfers on own cost/ own request.
4. Transfers without change in the station of posting

Transfers under 'Exception' category can be implemented and will be accounted for carefully while making Electoral Rolls to avoid inconvenience to the voters. These instructions shall come into force with immediate effect.


13-07-2022
(KRISHNA MURARI RUHELA)
AGM (SR), BSNL C.O.

Copy for information to:

1. PPS to CMD BSNL
2. PPSs to All Directors, BSNL Board.
3. Core Group – PGM(SR), GM(Admin), GM(Rectt), CRO & GM(Rstg), DGM(SR) BSNL C.O.
4. DDG (SR), DoT, Sanchar Bhawan Ashoka Rd. N.D.-1
5. All Unions.



A-3/MV-2020
BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/5-2/SR/2019

Dated, the 16th June, 2020

To

1. All CGMs, BSNL
2. PGM, Pers./GM, Admn. / CIT, BSNL C.O.

Sub: Non-transfer of Executive staff till completion of 2nd Membership Verification process of Executives' Associations in BSNL-regarding

In view of the impending 2nd Membership verification(MV) for recognition of majority representative Association in BSNL, it has been decided that normal/ rotational outstation transfer orders of executive employees (with exceptions mentioned below) issued till date, which are not implemented till 30.06.2020, may be kept in abeyance till further orders or completion of 2nd MV process. Thus 14 days time is available for implementation of transfer orders already issued.

2. Exceptions: -

1. Transfers on promotion
2. Tenure Transfer (Hard/Soft/)
3. Transfers on own cost/ own request.
4. Transfers without change in the station of posting.

3. Note on Exceptional category:

- a. The issue of transfer order in "Exception" category will be stopped in more advanced stage of the MV i.e on 22.06.2020. Their implementation shall have to be ensured before 22.07.2020.
 - b. Transfer shall be with clear instructions about their relieving in 15 days of the order in "Exception" category (1) and (3). Whereas in category (2), to facilitate relieving of executives serving in Hard Tenure/Soft Tenure on or before 17.07.2020, the replacement must be relieved within 10 days of the transfer order.
 - c. Transfers under 'Exception' category can be implemented and will be accounted for carefully while making Electoral Roll to avoid inconvenience to the voters.
4. The above order will not be applicable to the executives who were absorbed in BSNL with Gr. A status.
 5. Training schedule shall be planned in such a way that the polling date as far as possible does not fall between the training program.

These instructions shall come into force with immediate effect.


(A.K. Sinha)

Dy. General Manager (SR)

Copy to:

1. PPS to CMD, BSNL.
2. PPS to All Directors, BSNL Board.
3. GS of All Associations functioning in BSNL.



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
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Janpath, New Delhi-110 001

No. BSNL/5-2/SR/2019

Dated, the 25th June, 2020

To

1. All CGMs, BSNL
2. PGM, Pers./GM, Admn. / CIT, BSNL C.O.

Sub: Non-transfer of Executive staff till completion of 2nd Membership Verification process of Executives' Associations in BSNL- modification-regarding

I am directed to refer to this office letter A-3 of even no. dated 16/06/2020 (copy enclosed) on the subject mentioned above and to say that the last date of issue of (Hard/Soft) tenure transfers under Exceptions Category (i.e. Category-2) has been extended up to 26.06.2020.

However, the last date for implementation of these hard/soft Zone transfer orders will remain the same i.e. 22.07.2020. This relaxation in last date will not be applicable to other categories (i.e. 1, 3 &4) of transfer under Exceptions (as mentioned under para 2 of A-3/MV 2020).

Encl: as above.


25.06.2020
(Pardeep Kumar)
Assistant General Manager(SR)



BHARAT SANCHAR NIGAM LTD.

A-3/MV-2020
BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/5-2/SR/2019

Dated, the 16th June, 2020

To

1. All CGMs, BSNL
2. PGM, Pers./GM, Admn. / CIT, BSNL C.O.

Sub: Non-transfer of Executive staff till completion of 2nd Membership Verification process of Executives', Associations in BSNL-regarding

In view of the impending 2nd Membership verification(MV) for recognition of majority representative Association in BSNL, it has been decided that normal/ rotational outstation transfer orders of executive employees (with exceptions mentioned below) issued till date, which are not implemented till 30.06.2020, may be kept in abeyance till further orders or completion of 2nd MV process. Thus 14 days time is available for implementation of transfer orders already issued.

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(A.K. Sinha)

Dy. General Manager (SR)

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1. PPS to CMD, BSNL.
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3. GS of All Associations functioning in BSNL.