

/423112/2023



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

Corporate Office, (SCT Cell) Room No.221,
Eastern Court Janpath, New Delhi-110001

BSNLCO-SCT/13(11)/15/2022-CLO/SCT

No. 65-13/2022-SCT

Dated: 29.03.2023

To

All CGMs (Territorial and Non-Territorial Circles)
Bharat Sanchar Nigam Limited

Subject: Applicability of Instructions Regarding Partial modification in facilities of immunity from transfer to SEWA

Vide OM No. BSNL/20-4/SR/2022 dated 30.01.2023, SR cell, BSNL Corporate Office has issued instructions regarding data entry in SAP portal for the facility of immunity from transfer to recognized unions/associations and support associations (Copy enclosed).

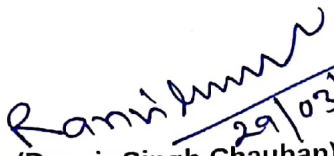
2. In view of the above, it is decided that these instructions on the subject mentioned above will also be applicable to SEWA on mutatis mutandis basis. Any amendment issued in this regard by SR Cell from time to time, shall also be applicable.

3. Please note that there shall be no time restriction up to 30.04.2023 for entry of data and the data of all current office bearers may be entered. After 30.04.2023, time restriction as specified in **Clause (d)** of SR Cell letter No. BSNL/20-4/SR/2022 dated 14.10.2022, SR cell, shall apply. The following nodals in SCT Branch may be contacted telephonically or by email (sctcellbsnlco@gmail.com) for any assistance/queries.

1. Ranvir Singh Chauhan, DGM(SCT) 9412000584
2. Ramesh Kumar, AGM(SCT) 9868253111

This issues with the approval of competent authority.

Encl: As above


(Ranvir Singh Chauhan)
Deputy General Manager (SCT)

Copy to:

1. PS to Dir. HR, BSNL Board.
2. PGM (SR)/PGM (Estt.)/GM (Pers.) BSNL CO.
3. GS, SEWA CHQ, BSNL.



BHARAT SANCHAR NIGAM LTD.

No. BSNL/20-4/SR/2022

To

1. All CGMs, BSNL.
2. GM (Pers), BSNL Corporate Office.

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

Date: 15.03.2023

Sub: Facility of immunity from transfer to recognized unions/associations and support association – extension of date of data entry in SAP Portal.

Kindly refer to this office letter of even number dated 30-1-2023, vide which instructions were issued regarding data entry in SAP portal for the facility of immunity from transfer to recognized unions/associations and support associations. Last date for entry of data in respect of eligible OBs without time restriction was up to 15-3-2023.

2. In this regard, requests have been received from various field units, requesting, for granting extension for entry of data in SAP in respect of eligible office bearers' of recognized unions/Associations and support union.

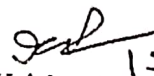
3. In view of the above, the competent authority has decided that one final extension may be granted for entry of data without time restriction in SAP till 31st March, 2023. After 31-3-2023, time restriction as specified in clause (d) of the said letter, shall apply.

This letter has been issued with the approval of the competent authority.

Encl: as above

Copy for kind information to:

1. PS to Dir HR, BSNL Board
2. GS of Recognized Unions/Associations and Support Association.


15/03/2023
(Krishna Murari Ruhela)
Assistant General Manager (SR)

BIHARAT 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

BIHARAT SANCHAR NIGAM LTD.

No. BSNL/20-4/SR/2022

Date: 30.01.2023

To

1. All CGMs, BSNL.
2. GM (Pers), BSNL Corporate Office.

Sub: Facility of immunity from transfer to recognized unions/associations and support association - data entry in SAP Portal.

Kindly refer to this office letter of even number dated 14-10-2022, vide which instructions were issued regarding facility of immunity from transfer to recognized and support associations, clause (d) of which is reproduced below:

"The office bearer claiming immunity should have been a paid member of that association for at least one year and should have occupied that post for at least for period of six months. The same shall be determined in accordance to the letter issued by the circle/BA circulating the names of the office-bearers and as per details entered in ERP portal (currently under development), wherein data of office bearers may be entered with the approval of BA head within one month after election/occupancy of post. Regarding entry of data beyond one month after election date but less than three months, case will be sent to circle head for approval and beyond three months after election date, the case will be sent to SR cell, BSNL CO for approval by competent authority."

It is informed that the ERP portal is now operational and the L1/L2 HR SPOCS at Circle/BA level may maintain the details of office bearers of recognized unions/associations and support association prospectively by using the following T_code (user manual enclosed):-

T_Code	Purpose
ZHR_ASSOCIATION_IMM	To maintain association/union office bearers' data in ERP System by HR L1/L2 (BA/CIRCLE level) in respect of immunity from transfer

Please note that there shall be no time restriction up to 15.03.2023 for entry of data and the data of all current office bearers may be entered. After 15.03.2023, time restriction as specified in clause (d) reproduced above, shall apply. The following nodals in SR cell may be contacted telephonically or by email (agmsr2016@gmail.com) for any assistance/queries.

1. Shri Santosh Kumar, DGM(SR) 8178375634
2. Shri Krishna Murari Ruhela, AGM(SR) 9868227475

This letter has been issued with the approval of the competent authority.

Encl: as above

(Signature)
30-01-2023
(Krishna Murari Ruhela)
Assistant General Manager (SR)

Copy for kind information to:

1. PS to CMD BSNL
2. PS to Dir HR, BSNL Board
3. GS of Recognized Unions/Associations and Support Association.



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

Corporate Office, SCT Cell

R.No.221, Eastern Court, Janpath
New Delhi - 110 001.

No. 65-13/2022-SCT

Dated: 07.11.2022

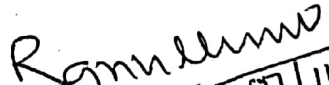
All CGMs (Territorial and Non-Territorial Circles)
Bharat Sanchar Nigam Limited

Subject: Applicability of Instructions Regarding Partial modification in facilities of immunity from transfer to SEWA

Vide OM No. BSNL/20-4/SR/2022 dated 14.10.2022, SR Cell, BSNL Corporate Office has modified the facility of immunity from transfer to recognised and support association in view of replacement of SSA concept by Business Area (BA) and due to reduction in strength of executives etc (copy enclosed).

2. In supersession to all orders issued by SCT Cell regarding the facility of immunity from transfer, it is decided that the instructions in this matter issued by SR Cell are applicable w.e.f. 14.10.2022 as mutatis mutandis to the office bearers i.e. President, Secretary and Finance Secretary of SC/ST Employees Welfare Association (SEWA) BSNL unless specifically specified otherwise by SCT Cell.

This issues with the approval of competent authority.


(Ranvir Singh Chauhan) 07/11/2022
Deputy General Manager (SCT)

Copy to:

1. PS to CMD, BSNL
2. PS to all functional Directors, BSNL Board.
3. PGM (SR)/PGM (Estt.)/GM (Pers.) BSNL CO.
4. GS, SEWA CHQ, BSNL.



BHARAT SANCHAR NIGAM LTD.

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-110001

No. BSNL/20-4/SR/2022

Date: 14.10.2022

To,

All CGMs (Territorial and non-Territorial circles)
Bharat Sanchar Nigam Limited

Subject: Partial modification in facility of immunity from transfer to recognised and support association.

It is informed that the facility of 'immunity from transfer' is provided vide Clause 10(5) and 10(A)(4) of BSNLREA Rules No BSNL/31-2/SR/2009 to office bearers of recognised and support association. Further, consolidated instructions/clarifications on the matter were issued vide this office vide letter no BSNLCO-SR/14(13)/13/2020 dated 11.09.2020 and 24-12-2020.

Many circles have reported that, in the post VRS scenario, the percentage of executives having immunity from transfers has become disproportionately high as the strength of executives has declined significantly, making it very difficult to deploy human resources for operational purposes.

As per REA rules 2014, the organizational structure of the associations in BSNL shall operate at **three tiers - CHQ, circle and district/SSA**. Vide Restg. Letter 4-02/2014 - Restg Vol. V (Pt.) dated 27.08.2020, the SSA concept has been replaced by Business Area (BA) and Operational Area (OA) whereby, Business Area is now the primary unit where HR, Finance, Planning and Procurement related processes are being handled.

Therefore, the facility of 'Immunity from transfer' is modified as below w.e.f. the date of issue of this letter.

- a) The concession of Immunity from transfer from the **CHQ/Circle** (1st and 2nd tier) of recognized and support association shall be applicable to the General Secretary, Assistant General Secretary and Financial Secretary (or Treasurer) up to the recognition period of the concerned Association, irrespective of the post held or the cadre to which he/ she belongs.

- (A GOVERNMENT OF INDIA)
- b) The concession of Immunity from transfer from the erstwhile SSA of recognized and support association shall now be extended at **BA level (3rd tier)** only. Applicability shall be in accordance to the table below and up to the recognition period of the concerned Association, irrespective of the post held or the cadre to which the office-bearer belongs.

	Number of exclusive* members of recognized/support association in BA which shall include members in Area Offices brought under the BA.	Eligible Beneficiaries
1	0-20	Nil
2	21-50	DS and DT.
3	51 and above	All three DS, ADS and DT.

Note* - no dual membership is permissible as per rules.

- c. The facility enjoyed once at any level, viz. CHQ, Circle, BA will not be available for the second time at the same level either in the same association or in any other association, in case the incumbent so joins another association.

- d. The office bearer claiming immunity should have been a paid member of that association for at least one year and should have occupied that post for at least for period of six months. The same shall be determined in accordance to the letter issued by the circle/BA circulating the names of the office-bearers and as per details entered in ERP portal (currently under development), wherein data of office bearers may be entered with the approval of BA head within one month after election/occupancy of post. Regarding entry of data beyond one month after election date but less than three months, case will be sent to circle head for approval and beyond three months after election date, the case will be sent to SR cell, BSNL CO for approval by competent authority.

- e. Membership as determined from ERP records will be final and binding for all. Determination of 'office-bearer' details from ERP records shall be w.e.f, the date the portal is notified as being operational.

This is issued with the approval of competent authority.


(Sunita Arora)

Deputy General Manager (SR)

Copy for information to:

1. PS to CMD, BSNL
2. PS to all functional Directors, BSNL Board
3. GM(Pers) BSNL CO
4. General Secretaries of AIGETOA, SNEA