



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

All Communications
to the General Secretary

To,

Shri. Arvind Vadnerkar ji,
Director HR, BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
H.C. Mathur Lane, Janpath, New Delhi

Letter No. SNEA CHQ/Corr/Dir HR /2022-23

Dated 6th March 2023.

Sub: Request for clearing certain issues noticed in submission of options in ERP by Executives declared under Zone of long stay transfers and to extend date or re-open the special window after clarifications are issued by Pers section.

- Ref: 1. Letter No. BSNLCO-PETS/11(11)/1/2023-PERS1 dated 17/02/2023
2. Letter No. BSNLCO-PETS/11(11)/5/2023-PERS1 dated 17/02/2023
3. Our letter No. SNEA CHQ/Corr/Dir HR /2022-23 dated 01/03/2023.
4. Our letter No. SNEA CHQ/Corr/Dir HR /2022-23 dated 03/03/2023.
5. Our letter No. SNEA CHQ/Corr/Dir HR /2022-23 dated 05/07/2022.

Respected Sir,

With reference to above subject and letter under reference 1, SNEA has requested for stopping the ongoing proposal for mass rotational transfers at Inter Circle and Intra Circle level and limit the transfers to the need base transfers. Vide letter under reference 2, we have submitted suggestions to fill the shortfalls in the deficit/hard tenure Circles by keeping overall transfers minimum. We are hopeful that our suggestions will be given due consideration and overall transfers will be kept as minimum.

But, meantime, the Pers Section has opened the window and many executives are seen under tremendous pressure as they are under fear & tension of transfers at unknown places and issues are not cleared by Pers section. Due to non-clarity on Technical and administrative issues, the executives are making certain mistakes while applying in OTP and the window is being locked.

Vide letter under reference 5, SNEA has requested for making certain changes in ERP so that Executives can opt without any hurdles or difficulties. But since the last six months no action has been taken on it. We have brought it to kind notice of the Pers Section and it was firmly assured to get issues resolved by incorporating changes in ERP.

Further there is no clarity on the issues faced on administrative grounds as well on the platform of ERP and the options called without clearing these doubts are giving way to wrong options. The details are as follows.

A. Issues with ERP:

1. The executives who have earlier applied under OTP and whose request was rejected due to non-consideration are unable to submit three options under OTP for long stay as the same is not permitted by ERP.
2. Though there are clear instructions from Pers Section for not giving consideration to any request other than the OTP request, till some executives are compelled to submit request in hard copy and chances of giving consideration to non OTP request are less. Hence issues created in ERP needs to be cleared and options should be taken only through OTP.

3. Executives who have already applied for Intra Circle transfers in the recent window in Jan 2023 are unable to submit options under long stay transfers as directed by the Pers Section.
 4. The executives who have already applied under OTP for inter Circle Transfer, with only one option are unable to submit option for other two Circles as directed by Pers Section. The option of modification needs to be opened in ERP in all such cases or their single request in OTP needs to be given consideration.
 5. Some executives have opted OTP but were doing modifications in Opted Circle during the permitted period. But during modification process, the ERP window is locked and they are unable to give options and their wrong options are recorded in ERP. The locked window is not opened even after raising docket.
 6. Waiting list of pending Request transfers to particular Circle may be made available and visible in ERP Portal while opting to particular Circle, which is not available right now.
 7. ERP has no provision for JTOs working in Non-Territorial Circle to opt for Territorial Circle and vice versa and the same needs to be incorporated for smooth implementation of intra Circle Transfers if decided to go ahead with it.
- B. Administrative issues:** About all officers/Offices have certain doubts on following criteria and interpretation is being done by different Circles in different manner. Hence these issues may be clarified before the closing window opened for long stay transfers.
1. It has been decided to give consideration for retention and cancellation of transfer orders in case of ward studying in 12th STD, PwBD candidates, request on grounds of mentally retarded dependents, Immunity as OB of Associations, Medical ground request on grounds of critical illness of self or dependent etc. The genuineness of such requests may be decided before issuing transfer orders and their names may be excluded from submission of OTP. These executives may not be compelled to opt for three Circles. If their request for retention is not possible for any reason, the same conveyed and in all such cases options may be called for posting to three Circles.
 2. Total number of vacancies in particular Circle for which option is available under long stay OTP not clear as on today. Pers section has to publish vacancy in Circles and it will be highly appreciated if the vacancy position is declared BA wise in that particular Circle and individuals can opt for particular BA in that Circle or Circle as the case may be.
 3. Many Requests submitted in the OTP window of January 2023 are neither given consideration nor rejected. Hence the Pers section needs to first take action to clear the requests under OTP and either consider or reject the option for particular Circle. This will help in giving proper options by individuals.
 4. For Intra Circle orders BSNL CO mentioned to give options of 3 BAs instead of OA like conventional location break and for Intra Circle transfers. Till SSA is criteria for posting on transfers. Such attempts will give way to malpractices in transfer posting. Hence corrections may be made in the OTP window and all Executives may be allowed to opt for SSA in case Intra Circle Transfers and the same option of SSA is made available in Inter Circle transfer, then it will be highly appreciated.
 5. The Circles have conveyed the names of missing Executives from the long stay list who are in the long stay list but their names are not in the list. Same data needs to be purified and the correct position in long stay may be given to the officer.
 6. If revised long stay list is not getting published then at least one instruction letter to be published mentioning those who have already completed the stay in particular circle equal or more than years that of the last person whose name is published in

the list have to apply their options through this special OTP and for all OTP should be enabled


7. As assured repeatedly, the letter for two years tenure at Bihar Circle needs to be issued before calling options, which not yet issued after repeated requests for the last one year.
8. The age calculation may be done correctly and executives have just a few days or maximum six months of completion of age of 56 years as on 3/03/2024 may be excluded from the long stay list to be operated in Year 2023-24.
9. By respecting the limit of 10% of Total working strength of cadre as per Transfer Policy clause 11(d) under Section, the options may be called only from Executives who are coming under the limit of 10% and others should not be compelled to opt for long stay transfers.
10. For Intra Circle Transfers, the stay of executives working in Non-Recruiting Circles is not counted and executives working at Telecom Circles are repeatedly rotated. The stay of all Executives from all Units at Particular station may be counted and accordingly a long stay list may be published.
11. If Telecom Circles are compelled to operate the long stay list for intra Circle transfers, then similar compulsion should be with Non Recruiting Circle either for transfers within Non Territorial Circle or by transfer to Telecom Circle with change of BA.

These are critical issues which need clarifications from the Pers section and suitable modification in ERP, otherwise the options called and submitted by the individuals will be wrongly interpreted while issuing transfers creating disparity. Also 7th is a holiday is in some Circles which is the last date for submission of options for long stay transfers.

In view of above, it is requested to keep on hold the window for OTP or period of window may be suitably extended or fresh window may be opened after incorporation of changes and issuing clarifications by Pers Section.

With Warm Regards,

Sincerely Yours,


06/03/2023
M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. GM Pers BSNL CO for kind information and n/a please
3. PGM SR BSNL CO for kind information please