



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 April 2023.

Sub: Request for kind intervention in the issue of misinterpretation of transfer policy clause by Chhattisgarh Circle about counting Break in long stay during Intra Circle transfers within Territory of Raipur SSA, the HQ of the Circle.

Ref: 1. BSNL Transfer Policy issued by BSNL CO.

2. Letter No. CG-CO/ADMN/20(20) /1/2022/ADMN BSNL CG CO/1 Dated 10/03/23.
3. Letter No. CG-CO/ADMN/20(20) /1/2022/ADMN BSNL CG CO/21 Dated 28/03/23.
4. Letter No. SNEA CG/2022-23/Corres/05 Dated 16/03/2023.
5. Letter No. SNEA CG/2022-23/Corres/06 Dated 29/03/2023.
6. Letter No. BSNL CO PERS/15(11)/1/2020 PERS I Dated 29/07/2020.

Respected Sir,

With reference to above subject and letters, we request your kind intervention in the issues created during Intra Circle Transfers due to misinterpretation of transfer policy clause on counting of stay and break in length of service in Territory of Raipur SSA which is Head Quarters of Chhattisgarh Circle.

CS SNEA Chhattisgarh Circle has already taken up issues created due to wrong interpretation of Transfer policy clauses and same are partially taken care but the issue related to counting of stay at territory of Raipur SSA is not yet given consideration in tune with Transfer policy guidelines due some local interpretation and understanding by present GM HR are not taken care by CGMT Chhattisgarh Circle.

As per transfer policy guidelines and clarifications issued by Pers Section BSNL Corporate Office time to time and being implemented by all other Circles in true spirit, while counting the long stay of executive in any SSA, it is counted from the date of his/her entry in the Territory of SSA. But here, while counting the stay of executives working in Raipur SSA, their stay at the Circle Office of the Chhattisgarh Circle located at Raipur city is excluded. Earlier it was excluded even when executive is posted at Raipur City and when this matter was raised by CS SNEA Chhattisgarh Circle, now it has been partially corrected and stay while working at Raipur City under SSA administration is counted but stay of working in Territory of Raipur SSA other than Raipur City still continues to be excluded.

Initially, CS SNEA was directed to come with supporting documents and when supporting clauses of Transfer policy and clarifications issued by Pers section are brought to notice of Circle administration, then during discussions in strange attitude, GM HR Chhattisgarh Circle has directed CS SNEA to get the clarification issued from Pers section BSNL CO.

We can understand the misinterpretation due to lack of understanding due to non-awareness of issues, but corrective action is not being taken when matter has been brought to notice of the Circle administration by CS SNEA with guidelines issued by Pers section BSNL CO or otherwise clarification on disputed issues should have been asked by bringing issues to the notice of Pers section BSNL CO, but no action has been taken by Circle administration and CS SNEA is directed to get clarification issued from BSNL CO.

We have seen that GM HR Chhattisgarh Circle is having his own understanding of the policy just to safeguard some of executives in his good book and same is being indirectly supported by CGMT Chhattisgarh Circle by not taking corrective action even though matter has been brought to notice of CGM Chhattisgarh Circle.

As such, the issue has been brought to notice of SNEA CHQ by CS SNEA Chhattisgarh Circle vide letter under reference 4 and hence we are compelled to bring it to you kind notice for kind intervention please.

In view of above, we request your good self to:

- A. Issue directions to CGM Chhattisgarh Circle for corrective action to count the correct stay of executives by counting entire stay in Territory of Raipur SSA and Circle Office of Chhattisgarh Circle

OR

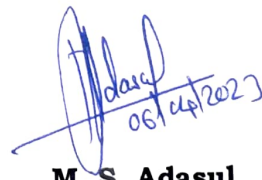
- B. Issue guidelines to all other Circle Heads to follow the policy followed by Chhattisgarh Circle of counting stay of Raipur SSA rural area and Raipur City separately so as to have uniformity among all Circles.

We are hopeful for kind and immediate intervention and corrective action as A or B above in this avoidable dispute created by CGM Chhattisgarh Circle

Thanking you in advance.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. CGM Chhattisgarh Circle for kind information please.
3. PGM SR BSNL CO for kind information please
4. GM Pers BSNL CO for kind information please.
5. CS SNEA Chhattisgarh Circle kind information please.

SECTION-B

⁷11. **ADDITIONAL GUIDELINES SPECIFIC TO TRANSFER OF EXECUTIVE EMPLOYEES WITH ALL INDIA TRANSFER LIABILITY:**

(a) Transfer tenure:

Annual pool of qualifying employees eligible for transfer shall be drawn on the basis of following tenure : -

<i>Sl. No.</i>	<i>Executive Level</i>	<i>Post tenure</i>	<i>Station/SSA tenure</i>	<i>Circle tenure</i>
1.	SAG or equivalent	4	6	6
2.	JAG or equivalent	4	8	8
3.	STS or equivalent	4	10	15
4.	TES Gr.B/JTS or equivalent	4	10	18

Notwithstanding above, the Management reserves the right to transfer an Executive prior to the above specified tenure or to retain him/her beyond the specified tenure depending on the administrative requirement and in the interest of the service.

- (b) Minimum period of three years at a location shall be maintained as far as possible in order to avoid hardship to the employees.
- (c) Tenure at a particular location shall include consecutive postings in different field units in the same location.
- (d) For counting Station/SSA tenure, the period of service rendered in the previous cadre (s)/grade (s) would be counted. For Inter circle transfer, stay will be counted from the date of regular promotion/recruitment into the grade of JTO/JAO and others equivalent to the first level of Executive Hierarchy. Inter circle tenure based transfer in respect of Executives will continue to be restricted for SDE/ Other equivalent levels and above. However, the number of officers transferred out of Circle at any time would not generally exceed 10% of the sanctioned strength in the Circle for officers upto STS level. Transfer/Posting history of DOT employment shall be taken into account for the ex-DOT absorbed employees in BSNL. Service period of 2 years or more will only be recognized while computing post/station/SSA/Circle tenure. For Territorial Circle Executives, while computing Station/SSA/Circle tenure, any stay in non-territorial Circle within the territorial jurisdiction of the Circle shall also be counted. Similarly, for non-territorial Circle executives, stay of territorial circle shall be counted while computing Station/SSA/Circle tenure.

⁷ modified vide No. 6-1/2007-Restg. Dated 13th August, 2008

मुख्य महाप्रबंधक दूरसंचार
छत्तीसगढ़ दूरसंचार परिमंडल रायपुर
Chhattisgarh Telecom Circle
B.S.N.L., Administrative Building
Vidhan Sabha Road, Khamhardih, Raipur (C.G.)- 492014
Tel.: - 0771-2224600/Email:agmaraipur@gmail.com



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)



No.: CGCO-ADMN/20(20)/1/2022-ADMN BSNL CG CO/02

Dated: - 10/03/2023

To,

The BA Head Raipur/Bilaspur/Bastar.
The OA Head Durg/Sarguja/Raigarh
Chhattisgarh Telecom Circle.

Subject: - Furnishing Stay particulars of SDEs (Telecom) - regarding.

Ref.: - NO.BSNLCO-PETS/11(11)/5/2020-PERS1 Dated 17.02.2023

A copy of stay particulars in respect of SDEs (Telecom) pertaining to Chhattisgarh Telecom Circle is uploaded in BSNL CG Intranet for information. The same may be informed to all officers under your control and if any error, addition/omission is noticed therein same may be intimated to this office with supporting documents at e-mail id: agmaraipur@gmail.com on or before 18/03/2023 positively, otherwise this will be treated as Final.

Encls.: - A/a.


R.S. Thakur

Asstt. General Manager (HR/Admin)
O/o CGMT CG Circle Raipur

Copy to:-

1. PS to CGMT CG Circle Raipur for kind information please.
2. All the Unit Heads O/o CGMT CG Circle Raipur.
3. All the DGM's O/o CGMT CG Circle Raipur.
4. The AGM (Vig.) O/o CGMT CG Circle Raipur.
5. Circle Secretary AIGETO/ SNEA/ AIBSNLEA/ SEWA
6. Office copy.

मुख्य महाप्रबंधक दूरसंचार

छत्तीसगढ़ दूरसंचार परिमंडल रायपुर

Chhattisgarh Telecom Circle

B.S.N.L., Administrative Building

Vidhan Sabha Road, Khamhardih, Raipur (C.G.)- 492 007

Tel:- 0771 - 2536977 / Fax:-0771-2537100



भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)



एक कदम स्वच्छता की ओर

No.: CGCO-ADMN/20(20)/1/2022-ADMN BSNL CG CO/21

Dated: - 28/03/2023

To,

The BA Head Raipur/Bilaspur/Bastar.
The OA Head Durg/Sarguja/Raigarh
Chhattisgarh Telecom Circle.

Subject: - Display of Final Stay particulars of DE/AGM(T)s, SDE(T)s & JTO(T)s cadre and calling option for transfer - regarding.

- Ref.:- 1. NO.BSNLCO-PETS/11(11)/5/2020-PERS1 Dated 17.02.2023
2. This office No. ADMN/20(20)/1/2022-ADMN BSNL CG CO/1 Dated 10 /03/2023.
3. This office No. ADMN/20(20)/1/2022-ADMN BSNL CG CO/2 Dated 10 /03/2023.
4. This office No. ADMN/20(20)/1/2022-ADMN BSNL CG CO/3 Dated 10 /03/2023.

With reference to cited subject and letters under reference 2, 3 & 4 a copy of stay particulars in respect of DE/AGM(T)s, SDE(T)s & JTO(T)s pertaining to Chhattisgarh Telecom Circle was uploaded in BSNL CG Intranet for any correction, modification, addition/omission if noticed.


Representations/applications received through the BA Heads, Circle Secretaries AIGETOA/SNEA, Individual executives and ERP help desk for addition/omission in the said circulated list.

Accordingly the necessary modification/correction have been made and the final Stay particulars list of JTO(T)s, SDE(T)s & DE/AGM(T)s is prepared as per the stay particulars certified by BA Heads and enclosed as Annexure -I, II & III respectively.

Further, BSNL CO New Delhi letter referred at Sl.No.1, OTP window in ERP will be opened w.e.f. 01.04.2023 to 05.04.2023 to give willingness/choices for at least 3 preferred BAs for intra-circle rotational transfers/posting (attached as Annexure -IV).

This is issued with the approval of the competent authority.

Encls.:- A/a.


R.S.Thakur

Asstt. General Manager (HR/Admin)
O/o CGMT CG Circle Raipur

Copy to:-

1. PS to CGMT CG Circle Raipur for kind information please.
2. All the Unit Heads O/o CGMT CG Circle Raipur.
3. All the DGM's O/o CGMT CG Circle Raipur.
4. The AGM (Vig.) O/o CGMT CG Circle Raipur.
5. Circle Secretary AIGETOA/ SNEA/ AIBSNLEA/ SEWA for information.
6. All concerned officers.
7. Office conv.



SANCHAR NIGAM EXECUTIVES' ASSOCIATION CHHATTISGARH TELECOM CIRCLE

All Communication to Circle secretary:
Rajesh Ranjan A/27 Adarsh Nagar Durg (C.G.) 491001
Mobile: 9425201333 mail id: rajran1736@gmail.com

SNEA/CG/2022-23/Corres/5

Dated At Raipur: 16.03.2023

To,

The Chief General Manager
Chhattisgarh Telecom Circle
Raipur.

Sub:- Regarding discrepancy in the stay particulars issued by your good self office.

Ref: 1.CGCO-ADMN/20(20)/1/2022-ADMN BSNL CG CO/01 Dated 10/03/2023
2. CGCO-ADMN/20(20)/1/2022-ADMN BSNL CG CO/02 Dated 10/03/2023
3. CGCO-ADMN/20(20)/1/2022-ADMN BSNL CG CO/03 Dated 10/03/2023

R/Sir,

At the very outset, **we would like to thank you** for publishing stay particular in all the cadre of Telecom wings. This will certainly bring transparency during intra Circle transfer in CG Circle. It has been observed and it has also brought into our notice that there are certain discrepancy of common nature/ individual nature in the stay particular published vide reference letter mentioned above. The same may kindly be looked into by taking into consideration BSNL Employee transfer policy before finalization of stay particular.

(A). There are 8 cases (enclosed as annexure-I) in which an executive(JTO/SDE/AGM) has been transferred from Circle Office to Raipur TD(SSA/BA) and vice versa. Being in same territorial jurisdiction, all such cases may be treated as same SSA/Station. The benefit of break as given to those executives as per stay particular issued should not to be given.

(B) There are 1 cases (enclosed as annexure-II) in which an executive(JTO/SDE/AGM) of Circle Office has been posted at station other than Raipur HQ. Being in different territorial jurisdiction, all such cases may be treated as different SSA/Station. The benefit of break not given to those executive as per stay particular issued should be given.

(C) There are 6 cases (enclosed as annexure-III) in which date of posting in concerned BA/OA needs correction. The same may kindly be checked and reviewed.

You are therefore requested to kindly look into all such cases with due verification from their service records/ERP and if deemed fit, necessary correction may kindly be reckoned while finalizing stay particular.

Thanking You

(Rajesh Ranjan)
Circle Secretary SNEA Chhattisgarh

Encl: 1.Annexure I to III

2.Stay Particular issued by MP Circle for ready reference please.

Copy to: The General Secretary SNEA CHQ for kind information please.

ANNEXURE-I

List of Executives for which review required(Break not to be given) based on same SSA/Station stay

S.No.	PERNR	NAME	CADRE	SSA/STATION	REMARK
1	99703928	Pushpa Roseline Kerketta	AGM	Raipur	Same territorial jurisdiction
2	1000785	Amit Goyal	SDE	Raipur	Same territorial jurisdiction
3	1000937	Devesh Khajanchi	SDE	Raipur	Same territorial jurisdiction
4	303319	Sanay kumar Chaturvedi	SDE	Raipur	Same territorial jurisdiction
5	304609	Shailendra Kumar Pandey	SDE	Raipur	Same territorial jurisdiction
6	206763	Manish Chourpagar	SDE	Raipur	Same trrritorial jurisdiction
7	600369	DevKant Verma	SDE	Raipur	Same territorial jurisdiction
8	1000936	SatyaNarayan Panagar	JTO	Raipur	Same territorial jurisdiction

ANNEXURE-II

List of Executives for which review required(Break to be given)based on different SSA/Station stay

S.No.	PERNR	NAME	CADRE	SSA/STATION	REMARK
1	99404685	Rajesh Ranjan	AGM	Durg	Different territorial jurisdiction

ANNEXURE-III

List of Executives for which review required(correction) based on wrong date of Posting

S.No.	PERNR	NAME	CADRE	SSA/STATION	REMARK
1	99703928	P R Kerketta	AGM	CO Raipur	Correction in date of Posting in CO
2	700706	Tarun ku Soni	SDE	Raipur TD	Correction in date of Posting in TD
3	1001163	Rakesh Kumar	SDE	Durg TD	Correction in date of Posting in TD
4	305450	Sachin Kumar Soni	JTO	Durg TD	Correction in date of posting in TD
5	903517	Suyash Vairagade	JTO	Raigarh TD	Correction in date of Posting in TD
6	306302	Yashwant ku dewangan	JTO	Bilaspur TD	Correction in date of Posting in TD



SANCHAR NIGAM EXECUTIVES' ASSOCIATION CHHATTISGARH TELECOM CIRCLE

All Communication to Circle secretary:

Rajesh Ranjan A/27 Adarsh Nagar Durg (C.G.) 491001

Mobile: 9425201333 mail id: rajran1736@gmail.com

No. SNEA/CG/2022-23/Corres/06

Dated at Raipur: 29.03.2023

To,

The General Secretary

SNEA CHQ New Delhi

Sub: - Regarding wrong interpretation by Chhattisgarh Circle in counting stay by giving break in same territory -To be taken at CHQ level

R/Comrade,

The stay particular has been issued by Chhattisgarh Circle in all cadre as on 10.03.2023(Copy enclosed) for calling of objection, error/omission in connection with intra circle transfer. It has been observed from stay particular that the executives who have been transferred from Circle Office at Raipur to GM BA Raipur (for station other than Raipur) and vice versa have been given benefit of break in stay in spite of both at same territory. By virtue of this an executive transferred from CO Raipur to BA Raipur (Other than Station Raipur) and vice versa are taking undue advantage. The same has been brought into notice by this association vide letter No. SNEA/CG/2022-23/Corres/5 Dated at Raipur 16.03.2023(letter enclosed) at point (A) with the name of the executive who are taking this undue advantage. The stay particular issued by MP Circle with example was also been enclosed with our letter for their ready reference for counting of stay.

On 28.07.2023 CG Circle has issued final stay list taking into consideration the objections, error/omissions raised by BA Heads and associations (AIGETO/SNEA). But the objections raised by this association at point (A) has only partially taken into consideration with only those cases taken where posting is continued at Raipur (In both CO and BA). Posting at station other then Raipur in BA Raipur has been given benefit of break. **It seems Chhattisgarh Circle Mgmt is considering Circle Office and Raipur BA as different unit in case of posting other than at Raipur in BA Raipur and vice versa.** Now process of option calling BA wise will also start from 01st April. As per letter issued by Circle, choice of 3 BAs can be preferred. In Chhattisgarh Circle only 3 BAs existing namely Raipur, Bilaspur and Bastar and it is not possible for an executive to opt three BAs unless and until Circle Office will be counted as separate BA. So once again it looks like that benefit of break is being extended by Mgmt by calling option from Circle Office To Raipur BA and vice versa.

Before issuing of stay particular, in a meeting with PGM(HR/Admn) and GM(HR/Admn) CG Circle, the above point was raised by CS/CP of this association and Mgmt was asking for clarification not giving break in respect of stay in station other than Raipur, if any in this regard. The same was also conveyed to you telephonically that time.

So, you are requested to take this issue of wrong interpretation of CG Circle Mgmt in counting of stay by giving break in transfer in same territory with corporate office (at CHQ level) so that there should not be any violation in transfer policy in counting of stay and it will be at par in all Circles.

Thanking you

Comradely Yours

(Rajesh Ranjan)

Circle Secretary SNEA Chhattisgarh Circle

Encl:

- 1.Stay Particular initially issued by CG Circle for objections, error/omission
- 2 Letter issued by SNEA Chhattisgarh Circle reg discrepancy in stay list.
- 3 Stay Particular finally issued by CG Circle for objections, errors/omissions.

BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

[PERSONNEL-I BRANCH]

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

No. BSNLCO-PERS/15(11)/1/2020-PERS1

Dated: 29- JULY- 2020

To

**All the Heads of Telecom Circles/
Administrative Units, BSNL**

Subject:- Clarification regarding calculating of stay particulars- regarding.

A question has been raised whether the period of deputation outside the territory of the respective Circle/Unit where the employee was working before proceeding on deputation is to be counted for stay period with the same Circle/Unit in case the employee joins back the same Circle/Unit after term of deputation.

The matter has been examined in light of the provisions of BSNL Employees Transfer policy. The provisions of BSNL Transfer policy in such matters are amply clear that the past service (*may be under DoT offices/other organization*), present service either in BSNL or in some other organization (or deputation service) but within the same territory/location shall be treated as continuous for the purpose of counting stay. In other words, territorially, a previous stay followed by further stay but in same territory/location shall count together for calculating of stay.

However, as regards period of deputation (*at least for a period of 2 years*) in other outside organizations at a location/place different from the territory/location of the concerned employee from where he proceeded on deputation, the period shall not count as continuous stay even if employee joins back the same location after completion of deputation. Any previous clarification/s in the matter, to the extent above, shall stand superseded.

This is issued with the approval of the competent authority.

[O.N. Tiwary]

Dy. General Manager (Pers. SM)

Copy to:-

1. PPS to CMD, BSNL/ PPS to all Board of Directors, BSNL.
2. PPS to CVO BSNL
3. CGM(BW)/CGM(E)/CGM(Arch)/ Sr. GM(Estt.), BSNL CO
4. All CGMs/PGMs/Sr. GMs/GMs, BSNL Corporate Office.
5. BSNL Intranet.

[Mool Chand]

Astt. General Manager (Pers. Policy)