



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 1st March 2023.

Sub: Request for not issuing mass rotational Transfers to reduce difficulties faced by the executives and limit it to need base transfers to meet shortages and suggestions thereof.

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

Respected Sir,

With reference to above subject and discussions held in meeting dated 22/02/2023, SNEA CHQ conveys sincere thanks and gratitude to your honour for sparing ample time for discussions on long stay transfers and giving patience hearing on hardship faced by Executives due to repeated transfers on name of Circle Transfers. We are happy to see that your good self has agreed that certain difficulties faced by officers in the field units are not properly analyzed by the Pers Section BSNL CO and hence many discrepancies are found in the motive of issuing transfers of all officers under long stay.

We put it on record that SNEA has never opposed transfers to meet shortages as we are aware that we all have given consent for transfer liability and there is no difference of opinion on it. Our concern is about the process started by BSNL Management for Rotational Mass Transfers since last year just by applying criteria of long stay without giving any weightage to the number of transfers the said officer has undergone within the Circle. Though SNEA opposed this move of mass rotational transfers, our voice was neglected for cancellation of mass transfers but genuine grievances raised by us were given due consideration to certain possible extent.

Before moving ahead, we convey our thanks for your kind approach and giving consideration for the requests submitted by individuals for change of Circle and retention on genuine grounds as policy manner i.e. Critical illness, Ward Studying in 12th STD, Handicapped case and also for respecting the policy guidelines for cancellation of transfers by correctly counting stay of the officers working in All India Soft Tenure stations and giving due consideration to the services rendered by the officers working at all India Hard Tenure stations.

Last year Pers Cell has issued mass transfers of SDEs, AGMs and DGMs on Inter Circle basis and this year Inter Circle Rotational Transfers are continued and additionally special instructions are issued for Intra Circle Long stay orders.

This year, the lists of 494 AGMs and 422 SDEs are published who under zone of Inter-Circle transfers vide letter under reference above and long stay criteria is reduced from 26 Years last year to 25 years for AGMs and 24 years for SDEs. If it was criteria fixed as 26

Years stay in Particular Circle, same should have been maintained this year also, but management has some intention to issue mass transfers and hence this age is reduced for issuing mass transfers again this year. We are surprised to see that Pers section has made its mind to stop long stay transfers when it will reach at 22 years and thereafter no Rotational transfers which gives scope establish the biased approach of Pers section.

Sir, you know that it has been already claimed by the MA, that they have proposed long stay transfers and hence Management is issuing long stay transfers targeting the members of SA. It is a fact that the majority rather almost all the executives under mass long stay transfers are members of SA and it is definitely an attack on the SNEA Members and we regret such action by management targeting members of SA, if it is happening as claimed.

We have always heard from CMD BSNL that Management is never against members of SA or MA, but this particular action is targeting members of SA and say by personal section that Mass Long stay transfers will be stopped when it reaches 22 years Circle stay. Such actions of management and claim by MA, establishes the belief and bitter truth that mass rotational transfers are issued just targeting members of SA and there is nothing like change of work Culture and exchanges of thoughts among Circles for better services.

Moving one step ahead, vide letter under reference 2, Pers Section has issued binding instructions with strict compliance of the Intra Circle Transfer orders of all Executives with stay of Ten years in Particular SSA. This is nothing but direct attack on powers and authorities of Circle Heads and attempt to disturb all Officers in mass and intention of management is that each and every officer should be transferred within span of five to ten years first by Intra SSA Transfers, then by Intra Circle Transfers and then by Inter Circle Transfers.

It is unfortunate that some Officers are comparing JTOs with GMs and propagating that when GMs are getting transfers every six years, why JTOs should not be transferred and we feel petty on such thinking level. There is no comparison done between JTO and GM when it is a matter of facilities and GM level officers are given all facilities and at the same time JTO and all below GM level officers are denied every facility. Recent laptop policy is the best example of it and the policy for grant of Pay Revision, Transport allowance, LTC, Educational awards, TA/DA etc are the discriminating factors. We will have no issue if comparison of JTOs is done with GMs for transfers, but similar comparison needs to be made while granting facilities and financial benefits to below GM level officers.

During discussions, it was informed that mass rotational long stay transfers are issued for change of work culture of the Executives below GM level and transferring executives in mass from one Circle to another Circle, will make BSNL Profit making PSU. This is one of the false propagandas by certain officers with the intention to harass executives. This action to issue mass rotational Transfer at Intra Circle and Inter Circle transfers is against the desire of CMD BSNL that his office should not trouble anybody in a biased approach and for him every executive is equal. Though the direct effect of mass transfers has been visible in filed units as many sections/units are collapsed, but it may not be on records of Pers Section. We strongly feel that direct effects of mass transfers will be seen in the coming days.

We put on record the classic example of Civil wing, where first transfers were issued for equalizing the working strengths among the Circles and then transfers were issued on the basis of long stay. Thus executives were harassed in mass which resulted in VRS of about 15 Executives and wastage of manpower in cancellation/modification of wrongly

issued transfer orders under pressure by Pers Section to BW section by neglecting fact that BW section has issued transfers for meeting shortage and there was no need of long stay rotational transfers. This pressure tactics from Pers section has totally destabilized the working of civil wing all over India and this is the reason why the work of Land Monetization is not getting desired speed and results.

We are still hopeful that BSNL Management will come out of the misconception that with Inter Circle and Intra Circle mass long stay transfers, the work culture will be improved in BSNL and only such mass transfers are option left for making BSNL, a profit making PSU. But fact is that there is need that management keeps focus on the 500 days Targets assigned by Hon. Prime Minister of India by keeping the transfers minimum and go for only need base transfers to meet shortages in Circle/BAs, if any. It is fact that some Circles are having Excess executives and some Circle has acute shortage of Executives and even though restructuring has been done in 2020, nothing has been done to meet shortages and just targeting members of SA, the long stay transfers are issued.

We put on records that if by transferring Executives in mass, BSNL will become the profit making PSU and we all are assured to grant all facilities like 3rd Pay Revision available for other executives working in BSNL, then we all are ready for mass transfers and we request your good self to take initiatives to grant us facilities as per applicable rules and then issue our mass transfers by quoting the transfer policy clause of 18 years stay in particular Circle. This 18 years stay of Executives in one Circle is not new clause and it is available in Transfer policy but it was used with wisdom by earlier management for years together and since last year BSNL Management is wrongly updated by certain officers and forcing management to issue mass transfers on basis of long stay.

It may be please noted that after mass Intra Circle and Inter Circle Transfers proposed by BSNL Management, the working of each and every SSA will be disturbed. Your good self is kind aware that certain works and issues are settled due to good local relationship between the particular officers and offices. Due to VRS, many have left BSNL and there is lack of co-ordination among the local officers and offices and this has already impacted on the working of BSNL and it is established the contract working is not helping BSNL as Landline section which was efficiently handled by BSNL Staff is now destroyed due to poor work culture by the Cluster Contractors and in the coming days the landline segment will be closed by BSNL. This is one of impacts of losing skilled manpower and if available manpower having relations with other local organizations is transferred in masses, then it will have a severe impact on the overall working of BSNL and we request BSNL Management to take note of it.

We wish to bring to your kind notice several issues in the proposed rotational transfers of Executives which have served no useful purpose other than draining the financial resources of our company which is already confronted by several challenges and cut-throat competition in the Telecom industry. It is also a harassment of the Executives in the field who have struggled without financial and human resources to maintain the network during the most challenging post VRS pandemic situations.

It is propagated in both the letters for issuing mass Intra and Inter Circle transfers that the objective of the proposed inter-Circle and intra Circle transfer of Executives is to minimize the excess and shortfalls in various Circles. However, the Annexures of Inter Circle Transfers contain the list of Executives in SDE/AGM grade mainly from the Circles having huge deficit in the SDE/AGM grade and there are relatively very few Executives from the

Circles with surplus Executives which is a matter of serious concern and hence the proposed inter-Circle transfers of the Executives has to be reviewed.

We put following figures of AGMs for review of the management where in mass transfers are proposed from the Circles like **TN (101), KRL (88)**, KTK (30), and MH (51), MP (33) HP (25) where as about no transfers are proposed from the Circles having excess Executive strength. Same is the case with SDEs **MH (107), PB (47)**, MP (18), CNTXW (17), CNTXN (16), CNTXS (14), HP (13) OD (13), HR (12) and KRL (11). The detailed sheets attached for ready reference please. Thus out of total transfers proposed about 70% transfers are proposed from the profit making Circle and these officers who are in position to take additional workload due to their familiarity to local issues will be replaced by the new officers who do not have any idea about working of that particular Circle.

The majority of Executives proposed to be transferred are from the high revenue earning major Circles like Kerala, Maharashtra, Tamilnadu, Karnataka etc who are already facing acute shortage of Executives. The transfer of Executives from these high revenue earning Circles would severely affect the financial performance of our organization which is not recommended at a time when BSNL has been given revenue-based targets which are monitored at the highest level by Hon'ble Minister of Communications.

Moreover, the number of Executives under transfer from these major Circles is up to 30% of the sanctioned strength of the Circle which is in violation of the BSNL Transfer Policy Section B, Clause 11(d) which specifies that "the number of officers transferred out of Circle at any time would not generally exceed 10% of the sanctioned strength for officers up to STS level".

There are also certain Executives in the list who are to be transferred out of hard tenure Circles i.e. North East, Assam, Jammu & Kashmir and Andaman & Nicobar Circles. The hard Tenure Circles are basically difficult/unpopular stations and the Executive willing to serve at such difficult stations beyond the tenure should not be transferred as a matter of routine as per government guidelines. This has been principally agreed by your kind honour by understanding hardship and difficulties faced by these officers while working at most difficult stations. Same is case with all India Soft Tenure stations and this data is also not correctly calculated by Pers section causing unrest among executives. This time names of these officers working at all India Hard and soft tenure stations are again appearing in it and needs to have to depth review of data.

During last year transfers, some of the officers at all India Hard tenure stations have opted for popular stations and now they have reluctance to go back to hard Tenure stations. Apart from this there is heart burn feeling among executives that present management is ruthless and is not ready to listen genuine grievances of executives and has intention to harass the executives by mass transfers. This has been clarified by your good self and the worthy CMD BSNL, but unfortunately the actions of Pers section are against these days and intercepting belief against the managements.

It is also seen that the names of many Officers who are having long stay more than 24/25 years are missing and it may not be coincidence that the names which were brought to notice of Pers Cell as not included in long stay list of 26 years are still missing and this list of long stay 24/25 years is under doubts and needs serious corrections for accuracy.

In the post VRS scenario, the Executives are already being transferred by Circles through Intra Circle transfers to meet the shortages in the field units and in certain cases these transfers within Circles are more than 1000 Kms from the present station/SSA. The transfer of these Executives again to a different Circle on the basis of long stay is simply

unjustified. As agreed by your good self in the discussions held on 22/02/2023, there should not be harassment of executives due to repeated transfers and while considering the Inter Circle Long stay transfer, the within Circle Transfers undergone by the individual executives needs to be given due consideration.

The observations drawn from the inter-Circle transfer of Executives at SDE/AGM grade executed in bulk during the last year is that:

- The transferred Executives are facing difficulties in liasioning with the local authorities due to differences in the language, cultural habits and geographical topologies.
- The transferred Executives are facing difficulty in the day-to-day operation & maintenance as it takes time to get accustomed to the cable routes, network elements and their configuration at various stations.
- The transferred Executives are facing difficulty in dealing with the local franchisees and vendors at various locations which ultimately affects the daily routine maintenance activities as well as provision of new FTTH connections and fault rectification.
- The land monetization targets are not achieved due to difficulty in dealing with the local authorities regarding land records.
- There is no significant change in the work culture as was envisaged. If it so, please direct Pers section to share classic examples of such achievement. On contrary, we are ready to share the examples how these mas rotational transfers have adversely impacted the working of BSNL in many Circles.

Further, there are many prestigious projects of the Govt of India which have to be completed within the prescribed deadline under Mission-500 which is monitored regularly by the office of Prime Minister of India and even our CMD BSNL is very keen on achieving these targets assigned by GoI and mass transfers will have certain adverse impact on it.

Many Executives are applying for Inter Circle Transfers under OTP and same are given due consideration, then the target of Inter Circle Transfers can be achieved by Pers section and there is no need of mass transfers.

BSNL has introduced IPMS that to be in online mode and same is attached to ERP. Due to this imbalance in working strength of executives among some Circles, the IPMS Score card of executives holding more than two charges/posts under compulsions impact

These are some of issues we are submitting to your honour for kind and sympathetic consideration and mainly to review the stand that only Inter Circle and Intra Circle long stay transfers will flourish BSNL by exchange of work culture. We once again make it clear that being Government servant everybody is prone to transfers and we support transfers for meeting shortage by giving priority to the interest and working of BSNL and we continue our oppose for Rotational transfers at any level just for name sake and with wrong justification.

It is fact that Pers section BSNL CO has issued may orders for keeping expenditure on transfers to minimum extent and in this letter also it has been mentioned that transfers should be issued and transfer should be kept minimum to meet the shortages. But many of the Circles have taken these guidelines for Intra Circle Transfer as toll to transfer all Executives in Intra Circle Transfers and accordingly action is being taken for mas transfers.


The Circle Secretaries of SNEA Karnataka, Gujrat, Kerala, MP etc have taken up the issues with CGM concerned about the issues created due to these mass transfers and copies of same are attached for ready reference to have analysis how the guidelines issued by Pers Cell for Intra Circle transfers are being used by Circles for mass transfers and how it will destabilize working of BSNL

We sincerely request and hope that BSNL management will stop the ongoing proposal for mass rotational transfers proposed at Inter Circle and Intra Circle level and will limit the transfers to the need base transfers our suggestions will be given due consideration and the inter-circle rotational transfer of Executives is executed only to fill the shortfalls in the deficit/hard tenure Circles and to minimize the excess and shortfalls in various grades so that human resources in various grades are leveled. This would instill the much-needed confidence and motivation in the Executives to perform to their optimal level and deliver the assigned targets.

Waiting for favorable action in restoration of functioning of associations and its branches.

With Warm Regards,

Sincerely Yours,


01/03/2023
M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

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



SANCHEER NIGAM EXECUTIVES' ASSOCIATION

A & N Telecom Circle, Port Blair

No. SNEA/A&N/CHQ/Corres/2022-23/3

Dated: 23rd February 2023

To

The General Secretary,

SNEA CHQ, New Delhi.

Sub: Implications of Long stay Inter Circle transfer policy on A&N circle.

Dear Comrade,

The Inter Circle transfer policy based on long stay will become a major impediment in maintaining the telecom network in Andaman & Nicobar Telecom Circle. The impact on the circle due to the implementation of this policy is listed for your kind perusal and necessary action.

a) Apart from the remoteness of A&N Islands from Indian mainland, the topography of the islands spread across 750 Kms is a major hindrance in maintaining the telecom operations and services. The accessibility to the islands and fewer modes of transportation facilities between the islands make this archipelago a challenge in executing major telecom projects.

b) In this scenario, the role of local officers with their knowledge about the terrain and relationship with the local Administration make it easier for the movement of men and machine to remote islands to restore network in normal times as well as during disasters.

c) The recently issued list of long standing officers features four local executives of these islands, two each in AGM & SDE Cadre. Out of the 17 nos of total sanctioned strength of AGMs in A&N Circle, there are only 4 AGMs who are locals of these islands i.e less than 25%. Also, there are only 6 SDEs who are locals of these islands out of the 24 nos of total sanctioned strength, which is also 25%. Also, there are no local officers even as L/As at present out of the 6 DGM sanctioned post.

d) The management would agree to the fact that Local executives, who are well versed about the issues related to the place, play a vital role. This becomes even more important for the management in having local officers in hard Tenure Circles like A&N.

e) A&N being an Union Territory comes directly under the Home Ministry , GOI and hence Telecom needs of these islands particularly remote islands are scrupulously monitored by the Chief Secretary and Secretary IT and any lapse is being directly reported to Secretary DoT. Hence the importance of having limited local officers becomes handy for any CGM heading the Circle, who also is on tenure for 2 years.

f) Feedback from current and erstwhile CGMs of Tenure Circle may be obtained regarding the utility of these local officers in running the hard tenure Circle of A&N.

g) It is of the view of BSNL CO that the long stay transfers will bring a blend of work culture in circle, which may be true, where at least 50% of the sanctioned strength of officers in a cadre are local officers.


h) The officers posted in A&N on tenure are being paid huge transfer grants, due to the cost of transportation involved, facilities like free passage, emergency passage, double HRA etc. This leads to an additional expenditure of average 10 lakhs on an executive posted on tenure to A&N.

j) Hence it is for the benefit of BSNL, efficiency wise as well as financially to retain at least 50% of local executives out of the total sanctioned strength in each of the cadre even if they are long standing.

j) Important Projects like 4G Saturation / Phase IX.2/ Circle specific work like CANI / Satellite are being handled by these local officers. , hence there retention is essential.

Hence it is requested to consider the above issues and take up these matters in favor of all the executives posted in hard area like A&N.

Yours sincerely,



22/07/2023

(K.P. Mohammed Younus)

Circle Secretary, SNEA, A & N Telecom Circle, Port Blair

Copy to: Shri. Vinod Krishna, Circle President, SNEA, A&N Circle, Port Blair.



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION
GUJARAT CIRCLE**



Chetan C Chauhan

Circle Secretary, SNEA Gujarat.

M: +91 9427000090

ccchauhan@gmail.com

Mukesh G Vaghela

President, SNEA Gujarat.

M: +91 9428346111

mukeshgvaghela@gmail.com

Letter no. : SNEA / Gujarat /2022-23/12

Dated : 02.03.2023.

To,
The Chief General Manager
Gujarat Telecom Circle, BSNL
Ahmedabad – 380 006.

Sub: Suggestions for consideration in the matter of intra-circle rotational transfer of Executives on the basis of long stay – reg

Ref: - 1. SNEA / Gujarat /2022-23/11 dated 24.02.2023
2. Staff 13-5/ SSA Stay / Gr. A, B officers /2020/E42516/ dated AM the 23rd Feb, 2023.
3.. BSNL CO-PETS/ 11(11) /5/2020-PERS1 dated 17-02-2023

Respected Sir,

The BSNLCO has issued directions to Circles for implementing the Intra-Circle rotational transfer of the Executives on the basis of long stay up to a maximum of 15% of Sanctioned strength in respective grades. Then, the Intra-Circle transfer of regular AGM(T) and SDE(T) under long stay is proposed by the management and a list of 8 AGM(T) ,34 SDE(T) and 70 JTOs having longest stay in Circle is circulated vide letter under reference 2. In this regard, SNEA, Gujarat has already submitted representation vide above ref. letter 1. In continuation to this, further we would like to request that the inter Circle rotational transfers in the cadre of AGMs and SDEs is already being executed by Corporate Office hence Circle administration should desist from replicating the same at intra Circle level.

Also,

We wish to bring to your kind notice several issues in the proposed rotational transfers of Executives which have served no useful purpose other than draining the financial resources of our company which is already confronted by several challenges and cut-throat competition in the Telecom industry.





SANCHAR NIGAM EXECUTIVES' ASSOCIATION - GUJARAT CIRCLE



Chetan C Chauhan
Circle Secretary, SNEA Gujarat.
M: +91 9427000090
ccchauhan@gmail.com

Mukesh G Vaghela
President, SNEA Gujarat.
M: +91 9428346111
mukeshgvaghela@gmail.com

- Generally HR policies in any company should be Employee Centric but in BSNL, no any motivation is there in terms of promotion or perks which have not been revised since long. TA , Education Fee, DA merger, LTC, etc. have not been revised till date but department is making trivial expenditure behind non fruitful transfers and is a harassment to the Executives in the field who have struggled without financial and human resources to maintain the network during the most challenging post VRS and pandemic situations.
- The transferred Executives are facing difficulty in the day-to-day operation & maintenance as it takes time to get accustomed to the cable routes, network elements and their configuration at various stations.

In view of above facts, the following are the submission from SNEA

We hereby request **to withdraw intra circle request list** and consider the following suggestions for kind consideration,

1. All own cost requests for intra-Circle transfer in the Online Transfer Portal (OTP) are to be considered invariably and in case certain requests could not be considered due to administration constraints, a provision should be made in the OTP for displaying the waiting list of the intra-Circle request transfers to each SSA.
2. So far, the executives who have already been transferred and willing to come back to their parent station are to be considered regardless of whether they have been transferred under own cost or interest of service after completion of 2 years of tenure (consider up to 30th June for issuing order).
3. After considering the own cost request as per point no.1 & 2, shortfall of deficit SSA may be filled up with the officers coming from other circle under inter circle rotational transfer.
4. A realistic assessment of the excess and shortfall in each SSAs should be made considering the pending waiting list of inter-Circle request transfers and the exact number of shortfall of Executives in each SSA for a particular grade may be identified keeping in view the revenue and geography of the SSA.
5. In any case, the intra-Circle transfer of Executives from deficit SSAs and soft tenure stations purely on the basis of long stay may be avoided.



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION
• GUJARAT CIRCLE**



Chetan C Chauhan

Circle Secretary, SNEA Gujarat.

M: +91 9427000090

ccchauhan@gmail.com

Mukesh G Vaghela

President, SNEA Gujarat.

M: +91 9428346111

mukeshgvaghela@gmail.com

6. While considering the intra Circle transfers reliever must be of the same cadre.
7. Willingness of JTO/ JAO from WTR/WTP may be considered.
8. While giving options, OA must be considered instead of BA.

We sincerely hope that our suggestions will be given due consideration and the intra-circle rotational transfer of Executives is executed only to fill the shortfalls in the deficit/soft tenure stations and to minimize the excess and shortfalls in various grades so that human resources in various grades are leveled. This would instill the much-needed confidence and motivation in the Executives to perform to their optimal level and deliver the assigned targets.

Thanking you Sir,
Yours sincerely,

**(Chetan C Chauhan),
Circle Secretary SNEA -Gujarat.**

Copy to:

(1) General Secretary SNEA (I), New Delhi

to take up the case with BSNL C.O.



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

(Largest Association of Executives in BSNL)
SNEA Bhavan, Dharmalayam Road, TVM-695001

Circle President Dr.V.G.Sabu AGM, Trivandrum Mob: 9446433433	Circle Secretary Jithesh.K.P SDE, Kannur Mob: 9447707475	Circle Treasurer Suneer.S AO, Circle Office Mob: 9447341693
---	---	--

No.SNEA/Kerala/2021-23/50

dated 21-Feb-2023

To
The GS,
SNEA CHQ,
New Delhi

Comrade GS,

BSNL has decided to transfer executives within and outside the circle to blend the work culture of executives in the order issued on 17.02.2023 without taking into account the huge recurring financial burden to BSNL. It is a matter of grave concern and dismay that all such orders are issued as per the advice and persuasion of the Majority association in collusion with top level HR Management. A circle executive committee meeting of SNEA Kerala Circle with all DSs as invitees was held on 19.02.2023 through online to elaborately discuss the implication of the proposed inter /intra circle transfers to the executive community and the impact of the same to the BSNL. In the meeting, the following points were discussed, and it was decided to convey the suggestions to CHQ which is listed below.

Discussions

1. In the published long stay list, 88 AGMs and 11 SDEs of Kerala circle and 3 AGMs and 3 SDEs of Core network Transmission of Kerala region are included out of the 492 AGMs and 442 SDEs in the list. 11% of the total transfer is from Kerala circle. It is a well-known fact that Kerala Circle is a performing circle in the country and is having a very good work culture. Last year, 85 experienced top level officers were transferred from Kerala circle, thereby creating a huge shortage in Kerala circle. However, only 33 executives joined our circle which further increased the existing shortage of executives. Further shifting of another 104 executives in the proposed transfer without considering the existing shortage and the years of experience to run the circle will definitely destroy the circle operation, especially, if the officers joining Kerala circle are less.
2. As per the restructured vacancy position, Kerala circle is considered to be one of the shortage Circle in the country which is being well managed by the experienced senior officers, who are under transfer now. Transfers without considering the existing deficit, revenue culture, language and the experience of officers being transferred need to be protested tooth and nail.
3. The expenditure to be incurred against such transfer also is very high if the management desires to implement the order in full spirit, with which the company could have solved the

long pending HR issues like E2/E3, pay loss issues etc which require very minimum expenditure.

4. With the introduction of IPMS in BSNL, Management is fixing unrealistic targets to the circle, and it is now decided to give bonus marks in APAR of executives of circles having positive revenue growth. While giving such bonus marks, employee strength is not accounted. A huge target is being forced on to an inexperienced, proportionately lesser number of employees, which they may never achieve.

The meeting finally resolved to appeal to the CHQ to strongly protest against such unscientific, unilateral proposed transfer. Any kind of agitation programs announced in this regard by CHQ will be wholeheartedly supported from Kerala circle. If at all such transfers cannot be stopped, the following suggestions may be taken care of.

1. While opening the option OTP window, executives may be given option to select Three BAs in the selected Circle.
2. Token agitation may be called to alert our members, to explain association stand and for proper awareness among SNEA members about the transfer orders.
3. Tenure period of stay at the transferred circle may be immediately fixed by the management.
4. Defer the transfers till ensuing executive referendum in the month of August
5. Executives may not be disturbed from the present Circle with in 2 years, if he has undergone a recent inter BA transfer or is now working in another BA.
6. Last year, there was a disparity in the retention orders issued under the same compassionate ground. A policy needs to be framed and retention orders may be issued based on this policy.
7. The compassionate grounds considered, and the retention orders issued for last year long stay transfers may be summarized and published.
8. A high-level committee may be appointed to study the impacts of such rotational transfer in the BSNL scenario, its affordability and those existing in other TSPs.
9. Executives who are the parents of 10th and 12th year students (appearing examination in the during the month of March 2024) may be given retention in the circle till 31.03.2024 on request.
10. A legal remedy may be sought for from CHQ in the background of unwanted and illogical transfers of executives in BSNL

Sincerely Yours



Jithesh K P
Circle Secretary
SNEA Kerala Circle

SANCHAR NIGAM EXECUTIVES' ASSOCIATION
(Recognized Executives' Association)
KARNATAKA CIRCLE, BANGALORE.



S P Jagadale
Circle Secretary,
AGM MS Bangalore,
O/o GM Mobiles, CGMT Office Bangalore
Mobile. 9449854799
E-Mail:- spjagadale.bsnl@gmail.com

No. SNEA/Corrs /22-23/

Dated: 28th February 2023

To,
The Chief General Manager Telecom.
Karnataka Telecom Circle,
Bangalore.

Sub: Inter and Intra Circle Transfer proposal for Executives of Karnataka - reg.
Ref: No BSNL CO-PETS/11(11)1/1/2023 - PERS 1 dated 17-02-2023

Respected Sir,

This is to bring your kind notice that BSNL CO has published long stay list of SDE / AGMs for Inter Circle Transfer and issued similar guidelines to all Circles for implementing Intra Circle Transfer of Executives from JTO and above with the condition of Circle stay as 10 Years or more limiting to 10 % of sanctioned strength.

In view of this proposed Inter and Intra Circle Transfer SNEA Karnataka would like to highlight the major issues Karnataka Circle being faced and with the proposed transfer action situation will still worsen in Karnataka Circle.

The present working over sanctioned strength of Karnataka Executives statistics.

Sl No	Cadre	Sanctioned Strength	Working Strength	Shortage	Shortage %
1	JTO	1493	808	685	46 %
2	SDE		(JTO 487 + SDE 321)		
3	AGM	297	176	121	40%

1. As already Karnataka Circle is having shortage of Executives, most of the JTOs recruited were from outside Karnataka and most of the JTOs left Karnataka through rule 8 / Rule9 Transfer, resigned and this has made Karnataka Circle as most deficit Circle.
2. Inter Circle Transfer will create still more shortage of local Executives who are well-known of Karnataka BSNL Network.
3. As our BSNL is customer based service organization and other various dept coordination dependent, knowledge of regional language plays vital role in maintaining the services.

This transfer is expected to create great issue in interaction with regional language as Executives being transferred from one circle to other circle with different languages and Executives of Karnataka who well known of local language can interact more efficiently with the other Public Department than the long stay Executives who will be posted to Karnataka from other Circles.

4. By keeping view of 4G saturation mission 500 days program and Bharat Net Project, phase 9.2 GSM project this long stay transfer will derail the progress of 4G saturation projects and other GOI time bound projects.
5. As BSNL CO has already initiated both inter transfer, same person likely to be covered under both transfers in a short period of time.

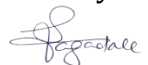
In light of the above it is to suggest that

1. The person who undergone more than two intra circle transfers has to be exempted from proposed Inter circle transfer
2. Transfer must be only from excess to deficit circle.
3. It should only to the extent of filling shortage and on par with other circles.
4. Inter circle can be made rotational among Territorial, CNTX-S, BBNW , I&QA within Karnataka which may help to satisfy the need of management to dislocate the executive and as well as executive will also be happy change of position within same circle with different wing
5. Concession must be given to the ladies who are taking care of their kids and whose spouse is working outside till completion of kids 12th standard.
6. Ladies of KTK may be rotated within Karnataka among KTK Circle BBNW, CN TX, QA etc please.
7. BSNL has to consider the people who request and wish to work in other circles voluntarily instead of waiting for their long stay so that they can break their tenure as per their convenience before reaching to long stay stage at which they may not be in position to go out of circle.
8. Persuasion may be made with management to bring back the transferred executive after completion of two years.
9. The main set back of this transfer is the knowhow of our network and command over the network by our executive in the present working place will be lost.
10. There are many medical cases which are not in the list of announced BSNL list which are critical and need support of employees for their spouse and dependent, consideration for critical medical cases must be considered especially paralysis, dementia, Parkinson disease etc pl.

Hence it is to request your kind intervention for highlighting the burning issues of Karnataka shortage of staff, hand on projects like GSM 4G saturation , Phase 9.2 projects, Bharat net project etc and to ensure for cancellation of long stay transfer from Karnataka in the interest of the BSNL service and Executives welfare please.

Thanking you.

Yours faithfully



S P Jagadale
CS SNEA Karnataka