



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,
Director HR BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001

Letter No. SNEA CHQ/2022-2025/Dir HR

Dated 29th July 2024.

Sub: Request for timely relieving of Executives working at All India Hard Tenure stations on completion of their tenure.

Ref: 1. Letter No. 6-1/2007-Restg Dated 24/11/2014.
2. Letter No. 1-1/2016-Pers-II Dated 27/07/2016.

Respected Sir,

With reference to above subject and letters, we will like to bring to your kind notice that the executives posted to all India Hard Tenure stations are facing hardship due to undue delay in relieving of the executives on completion of Tenure period and it is unfortunate that some of Executives are kept on not relieved for more than three to four months of completion of prescribed Tenure Period at all India Hard Tenure Stations.

Vide letter under reference 1 & subsequent clarifications on the subject, the tenure period of Executives posted to all India Hard tenure stations is well defined and one of the facilities for these executives is to relieve them immediately on completion of their tenure by issuing their Transfer order and well in advance with proper substitute.

But it is unfortunate that the same well defined guidelines are not followed by the Certain Circle Heads/BA Heads of the All India hard Tenure Circles and many of the SDEs/AGMs posted to all India hard Tenure Stations are not relieved for period of more than 3 to 4 months of completion of Tenure by quoting reasons like substitute has not joined and till substitute is joined.

In many cases, substitutes are joined but Circle Heads and specifically GM HRs of the Circles, are adopting stringent criteria in case of posting the substitute joined viz. SDE/AGM from particular Circle is joined then SDE/AGM whose order is pending for that particular Circle will be relieved, name of person joined is not mentioned against the name of executive to be relieved, Substitute joined is not suitable for posting at that particular post, the substitute joined is not willing to work at particular stations and so on.

But in the overall process, the executives who are waiting for their relieving on completion of all India Hard Tenure are suffering as by giving such reasons they are not relieved and the person has to run from pillar to post for getting relieved. WE doubt that certain officers are deliberately not relieving these officers for creating pressure/compulsion of them to come forward for some out of office settlement for their relieving and this is definitely not good HR policy for BSNL.

We find that BSNL Management has been kind enough in defining the all India Hard Tenure station Policy and for its timely implementation. But in the past also and as seen in the recent past, these guidelines are not followed by the Circle Heads/BA Heads and the tenure completed Executives are harassed at the time of relieving, thereby violating the guidelines issued by BSNL.

These executives are getting heavy pressure from Family members as they are also feeling cheated as against assurance of joining back in fixed time, they are taking more time than to be months together and many of them have expressed that due to over delay in relieving after completion of Tenure their family relations are also disturbed to some extent.

This happens, when all the executives being posted as substitutes are transferred by giving consideration to their OTP requests and there is certain willingness from their side to join the All India hard tenure stations.

Earlier also such situations happened and under compulsions and not relieving after prolonged period, one of the SDE has adopted for suicide and he has mentioned this reason in suicide note.

We also bring to your kind notice that at present the window for submission of OTP Request is opening only once in six months whereas the executives are completing Tenure either well in advance of this window or after this window is closed and hence facing hardship. The overall process of completing OTP window period and issuing orders is three months and it further delays the order after applying OTP. In some cases consideration is given to such requests and some cases are rejected for want of recommendations of Circle Heads or for a short period for completion of Tenure. As such it is required that the OTP window for opting to Choice Circle for executives working at All India Hard Tenure may be kept open permanently or should be open on specific days of every month, so that all such executives can apply well in advance of three months as defined in guidelines.

By taking note of this incident, then Director HR BSNL Board has issued strict instructions with her signature about relieving of executives within seven days of completion of their all India Hard tenure Stations. Copy attached. This letter is self-speaking / self-explanatory in nature and there is no need for any further clarification on it. But till some of Circle/BA Heads are not relieving the executives by giving reasons viz. not joining substitute, joined substitute is not from Circle, where he/she has opted, substitute needs to be trained for some time and so on.

Now also, many of the executives are under tension for not relieved for 3 to 4 months of the Tenure completion and some of them have expressed such feeling of social attempts for their forceful holding at all India Hard Tenure stations and we feel someone may attempt for same and then responsibility lies with the concerned BA/Circle Heads for such criminal activity.

We would like to put on record that such non-relieved Executives are regularly calling / writing to our DS and CS who in turn are almost daily reminding us the same and we find there is mass unrest among executives working at All India Tenure stations and the same is increasing day by day.

By analysing all these guidelines, Circumstances and situation at all Circles covered under All India Hard Tenure policy, we solicit your kind intervention to issue the strict instructions for timely relieving of all the tenure Completed executives and to arrange and provide relief to those affected executives and issue strict directions in this regard with directions for ERP relieving both for the transferees and the relievers.

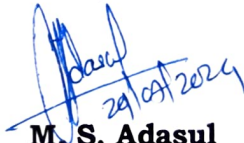
To summarise our request for resolution of grievances of Tenure completed executives , we request your honour to:

- A. Keep OTP window always open for opting to Choice Circle on completion of All India Hard Tenure stations by delinking it from Non-Tenure station window or open OTP window on specific days of every month, so that tenure completing executives can apply well in advance before the process of issuing OTP Transfers.
- B. Transfer Orders of Tenure completing Executives may be issued well in advance and present time schedule of issuing OTP Transfers from All India Tenure stations three Months advance strictly.
- C. Fresh Instructions/directions may be once again issued to Circle Heads for relieving of All India Tenure completed Executives within seven days of Completion of his/her Tenure.
- D. All such, non-relieved Executives may be relieved through ERP from BSNL Corporate office within seven days of receipt of grievances from the affected Executives by the office of PGM Pers section BSNL CO.
- E. In Transfer order from all India Hard Tenure Stations, it should be specifically mentioned to relieve the executives within seven days of completion of Tenure regardless of joining of the substitute, otherwise he/she will be relieved from BSNL Corporate Office.
- F. Responsibility may be fixed with officers for non-relieving of the executives in seven days on completion of all India Hard tenure stations.
- G. Instructions may also be please issued to all Non-Tenure Circles for issuing posting of Tenure completed executives to choice SSAs/OAs as per their option submitted by the concern executive so that he can join directly at the posted place.
- H. The Executives who have completed All India Hard/Soft Tenure stations , but not relieved by the Circle/Head or BA Heads, should be please force relieved through ERP from Pers Section. .

We are quite hopeful that this request will be given due consideration and the executives serving and will be serving at All India Hard Tenure stations will be given firm confidence by timely relieving of these executives now and in future as a regular and time bound administrative process.

With Warm Regards,

Sincerely Yours,


M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

- 1. CMD BSNL for information please.
- 2. CGM SR BSNL CO for kind information please.
- 3. PGM Pers BSNL CO for kind information and with request to look into genuine grievances of the Tenure completed executives.