



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

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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 13th July 2024.

Sub: Request for consideration of OTP Request of Executives on Completion of 'Two years' service in the working Circle.

Ref: 1. BSNL Transfer Policy Letter No. 6-1/2007-Restg Dated 24/11/2014.

2. BSNL Transfer Policy Letter No. 412-10/2009-Pers-I Dated 09/05/2012.

Respected Sir,

With reference to the above subject we once again like to bring to your kind notice about the disparity created due to rejection of OTP Request of the some of the Executives giving reason that they have not completed three years in the working Circle and mass unrest among the affected executives already suffered due to unwanted long stay transfers.

In this regard, SNEA CHQ is pursuing with your good office and office of PGM Pers since 2022 for hardship faced by the executives due to mass long stay transfers and how it is impacting on overall growth of BSNL. In our discussions, we were assured that all these Executives will be allowed to join back to their families on completion of two years at transferred place.

We are thankful that the OTP Request of the Executives working in the Account Section, Executives working in Non -Recruiting Units like ITPC, BBNW, Inspection & QA Circle and CNTX Circles are given consideration by keeping assurance of bringing them back on completion of two years at transferred place.

But we would like to bring to your kind notice that these promises are not kept by the Pers Section, which is framing Transfer Policy guidelines and many Executives who have completed two years' service at present working Circle are waiting for consideration of their requests are totally demoralised on rejection of their OTP Request. We are sorry to inform that we have requested for maintaining waiting list of the pending OTP requests in ESS and not to reject the OTP Request thereby increasing hardship to the executives, but same also has not given consideration and all non-considered OTP Requests are rejected on 12/07/2024.

This is the reason for mass unrest among the executives who have obeyed the Long stay Transfers in the first lot of long stay transfers in 2022 and joined the new place of posting without any agitation or request for change of Circle or retention/cancellation of transfer order on any grounds.

By understanding the Transfer policy guidelines, these executives have submitted OTP Requests in window Opened in January 2024 and since last six months they were expecting their transfer order along with others who got transfers as per their OTP requests and were still waiting for consideration of OTP requests. But in an unfortunate action by the Pers section has rejected their OTP Requests stating that its consideration is not feasible for administrative reasons. This has created panic among the executives waiting for their transfers on completion of two years and many of them have expressed their displeasure on this and questioning whether it is reward for their obedience of the long stay Transfer orders issued in Year 2022.

We have discussed this issue with officers in Pers Section and it is being informed that the orders will be considered after completion of three years' service in present working Circle.

Sir, as per the letter under reference 2, issued by Pers Section itself, under Clause (I) (a) the request transfer after three years in station shall be at company cost, Clause (I) (b) the Request before completion of three years is to be considered at own cost and as per clause (I) (c) that Request transfers shall be normally entertained after at least two years in station. All these executives have applied at Own cost OTP Request Transfer and consideration of the request transfers of these executives will save lakhs of rupees of BSNL and making them to wait for three years will increase expenditure of BSNL.

As per Clause 6 (e) of BSNL Transfer policy under reference 1, request transfers from employees left with less than two years of service for superannuation shall be given consideration and there are many executives waiting for consideration of their OTP request under this criteria and justice thereof.

As per Clause 10 (k) of BSNL Transfer policy under reference 1, the transfer of executives with age 56 years as on 31st March of Financial year should be avoided which was followed in the Long stay transfers issued in Year 2024, but unfortunately same was not followed in long stay Transfers issued in Year 2022 and 2023 and now these executives are last few years of their superannuation retirement and facing certain family and personal issues due to age factor and they may be given justice at least now by considering their request transfer to requested Circle.

As BSNL has issued their forceful Inter Circle Transfers at the fag end of their Career and many of them have crossed age of 55 years and some of them are left with few months of left out services. Everybody has certain genuine personal and family problems and none of them have shifted their family at transferred place as they and family members are at such an age that shifting of family is not at all possible at this stage of life. Spouses of some of them are also serving on non-transferable jobs and hence could not shift family till today. For them, only option left is joining back to family and hence they all have opted under OTP and are eagerly waiting for its consideration.

It is important that the long stay transfers are issued among many Circle and hence in majority of cases substitute is rightly available either on one to one basis or on basis of chain of Request Transfers among different Circles and only thing

required is sympathetic and humanitarian consideration thereby respecting the Transfer Policy guidelines issued by your high office.

Majority of the executives waiting for consideration of Transfers under OTP Request are SDEs and AGMs and as per the Transfer Policy clause 10 (2) and (3) , your good self as Director HR is competent authority and hence everybody is eagerly waiting for kind consideration of their OTP Request transfers.

Sir, you are known for your great HR approach and for understanding genuine issues of the executives, as you have served in field units and you are well aware about the practical difficulties, problems and sufferings of these executives due to long stay transfers, **hence we request your honour to give consideration to the OTP Requests of all Executives who have completed two years as well as who will be completing two years before opening of next OTP window as there is gap of six months between two OTP request windows.**

We also request for consideration of the OTP requests of the executives even if they have not completed two years of service in the present working Circle but have crossed the age limit of 57 years as per transfer policy clause 10(k) and give justice to all the executives waiting for transfer orders to join back to their families.

We are hopeful for early consideration of OTP requests of all Executives who have completed or completing two years in the present working Circle and also hopeful for consideration of the request of the executives even if they have not completed two years services but have crossed age of 57 years as per transfer policy clause.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. CGM SR BSNL CO for kind information please.
3. PGM Admn BSNL CO for kind information please.
4. PGM Estt BSNL CO for kind information please.