



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

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

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No.SNEA/Kerala/2018-19/II/20 dated 25/2/2019

To

The CGMT ,
BSNL, Kerala Circle

Sub: Permission for seeking other job - granting NOC reg.

Sir,

It is reported that the applications for NOC for seeking other jobs from a number of officers has been rejected by the Circle office on technical grounds. These applications are rejected merely on technical ground that the applications for NOC were submitted after the last date of submission of the application for the job. In this connection your kind attention is invited to following aspects so as to consider this request in favor of these officers as well as in the interest of BSNL.

1. All these organizations are not insisting for NOC for considering their application but insist for the NOC at the time of interview / certificate verification after being shortlisted.
2. Since the chances of getting shortlisted is limited, many of the officials are not applied for NOC before submitting their application for job, may be out of their ignorance on rule position in BSNL.
3. By non-submission of application for NOC at the preliminary stage itself, did not affect BSNL on any account rather it has helped by reducing the number of cases for processing.
4. Most of the applicants are highly professionally qualified Executives recruited after 2007 placed at provisional pay scale of E1 for more than 10 years and their eligible pay scale of E2 as approved and recommended by BSNL is not yet approved. They are at a loss of more than Rs10000/ p.m. on account of this.
5. As per BSNL management the mounting wage bill is one of major concern regarding financial crisis of BSNL. There are reports for reduction in retirement age, VRS etc.to reduce the wage bill of BSNL.
6. The Management is taking all out efforts to reduce operational expenditure by reducing wage bill by resorting to various contracts.
7. The number of labours who were engaged through contracts for housekeeping, security, man power assistance for external plant maintenance and paid at minimum wages rates is being cut drastically in an effort for reducing the wage bill.

8. The request for all VRS and resignation from service is generously accepted in BSNL on account of an effort for reducing wage bill.
9. Many of the applicants have served BSNL for more than 10 years and they are constrained to seek other job due to insecurity in their future and due to the pay loss they are undergoing..
10. The denial of NOC on technical ground was declared as illegal and against principle of natural justice by many judicial forums.
11. In the back drop of the above facts it is highly illogical in denying the request of employees for No Objection Certificate for seeking other employments.
12. It will be highly appreciable if the Management act as a facilitator for the upliftment of its employees rather than creating human trap on technical ground.

Based on the above facts it is requested to consider the request for NOC from the executives favorably as it will benefit the applicants as well as BSNL since the wage of one executive is equal to wages of more than 4 casual labours.

With kind regards,

Sincerely Yours



T.Santhosh Kumar
Circle Secretary, SNEA Kerala

Copy to :- 1. GM HR, Kerala Circle
2. GS, SNEA