



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)
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dated 2/7/2019

To

The Chief General Manager (Telecom)
BSNL, Kerala Circle
Thiruvananthapuram

Sir,

Sub:- Request to declare High range of Idukki district as a soft tenure area by Corporate office.

Kindly permit us to submit the following for your information and kind consideration.

As you are aware Ernakulam SSA is the largest SSA in Kerala Circle with Ernakulam, Idukki Districts and UT of Lakshadweep. Idukki district comprises of mostly hilly terrain without any rail or air connectivity and minimum 6 to 7 hours is required to reach places in Idukki from Ernakulam. Most of the places are at a height of 3000 feet above main stream land and declared as eligible for hill allowances. The area is under frequent threat of landslides and floods during monsoon and the temperature goes to below zero degree in winter. Major hill stations and tourist destinations like Munnar, Kuttikkanam, Peerumedu and Thekkady are situated in Idukki District. Idukki is a high revenue generating area for BSNL and in Munnar, BSNL is the only telecom operator.

Because of this strategic importance, high ranges of Idukki is a highly remunerative business area for BSNL. All the mobile BTSs are VHT/HT sites and recently 4G was also introduced in Idukki district. Most of the people are settlers from other areas along with tribal people. As the area is educationally backward for historical reasons, BSNL employees who are locals are very less in number and more than 95 % of the staff and executives requirements is met from Ernakulam Revenue District, on tenure basis of 2 years for executives and one year for non-executives. The above facts fully justifies for declaring the high range area of Idukki district as a soft tenure area by the corporate office as it has been done in case of many other telecom circles.

Considering the above facts Kerala circle has already declared High ranges of Idukki district as a tenure area along with Malappuram , Kasargode, Wayanad. It was also decided to post staff to these tenure stations from the long stay list by the circle office. The above decisions were taken based on the discussions with Executives Associations in the best interest of service, meeting the organizational requirement along with HR aspirations of the Executives. But the above practice of posting executives

to High range area of Idukki district by the Circle office was stopped for the last few years due to unknown reasons and at present officers are posted to Idukki district from Ernakulam BA alone, for a tenure of two years from the long stay list of Ernakulam BA. As the zone of consideration of the long stay of executives are limited to Ernakulam BA alone, it has resulted frequent transfer of executives of Ernakulam BA. In fact all executives in Ernakulam BA has already worked in high range area for more than two terms. At present the executives of Ernakulam BA are forced to undergo high range transfer within every five years, which has become a nightmare to them.

At present no officer is left in Ernakulam BA who have neither served in Idukki District nor completed 10 years in EKM BA. Since transfer to Idukki is from the long stay list of EKM BA, officers are forced to be transferred even before completing tenure period of 10 years, where as in all other BAs, executives are considered for long stay transfers, only after completing 10 years and this discrimination to officers working in Ernakulam BA is resulting resentment, dissatisfaction and ill feeling among employees. It is a clear denial of natural justice that officers working in the same Circle are treated differently.

While all officers in other BAs are availing 10 years long stay immunity, officers in EKM have only 5 to 6 years immunity because of Idukki which is a more difficult place to work. It is to be specially mentioned that Idukki district is geographically larger than many other BAs in Kerala like Malappuram, Kottayam, Alleppey, Pathanamthitta, Kollam, Kasaragodu, Thrissur etc.

If executives are posted to Idukki district from the Circle Long Stay list, the shortage can be easily overcome, as a permanent measure. Also, if implemented, officers in Ernakulam will be eligible to avail 10 years immunity for long stay transfer like their counterparts in other BAs and the discrimination will cease.

Justification for declaring Idukki as tenure station by Corporate Office

1. Idukki district comprises of mostly hilly terrain of Western Ghats and minimum 5-8 hour is required to reach places in Idukki from Ernakulam.
2. Minimum 3-5 hrs is required to reach various Divisional HQ from DGM HQ.
3. Most of the places are at a height of 3000 Ft above main stream land and declared as eligible for hill allowance.
4. The area is under frequent threats of landslide and flood during monsoon and the temperature goes below zero degree in winter.
5. Major tourist hill destinations like Munnar ,Kuttikkanam, Peerumedu and Thekkady is situated in Idukki District. Idukki is a high income generating area for BSNL and in Munnar, BSNL is the only operator in communication sector
6. More than 50% of the Idukki district is declared as reserve forest including periyar tiger reserve, eravikulam national park, rajamala, edamalakkudy tribal settlement, idukki reserve forest.
7. Hilly Terrain and limited conveyance from Ernakulam to various parts of Idukki.
8. NO RAIL Connectivity.
9. NO AIR Connectivity.
10. As the area is educationally backward for historical reason local talent is not available as BSNL employees and 100% of employees are taken from Ernakulam District.
11. Due to the presence of internationally renowned Tourist centres like Munnar and Thekkady, service is highly remunerative , profitable and will bring great goodwill internationally if uninterrupted service is extended by BSNL for which sufficient staff is most essential .
12. No Specialty hospital Facilities available and only Primary Health Centre Level medical facility available in the high ranges of Idukki District.

13. No Higher Education Facility is available and natives of High ranges in Idukki depends on Kottayam and Ernakulam District for higher education which prevents employees from settling in these areas.

Hence it is requested that urgent steps may be taken to enlist Idukki District except Thodupuzha Division as a Soft Tenure station from Corporate office as done for many circles so that due to the benefit of immunity from inter circle tenure transfers, volunteers will come forward to work in Idukki, which will resolve the staff shortage in Idukki District, a major headache of Ernakulam BA and Circle Administration.

Sincerely,

With kind regards,

Sincerely Yours



T.Santhosh Kumar
Circle Secretary,
SNEA Kerala

Copy to :- The GM (HR/Admn), O/o the CGMT, BSNL, Kerala Circle
GS, SNEA CHQ, New Delhi.