



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)

SNEA Bhavan, Dharmalayam Road, TVM-695001

Circle President

George Varghese

DGM, Ernakulam

Mob: 9447162900

Circle Secretary

Jithesh.K.P

SDE, Kannur

Mob: 9447707475

Circle Treasurer

Suneer.S

AO, Circle Office

Mob: 9447341693

No.SNEA/Kerala/2018-19/II/76 dated 14/02/2020

To

Dr.P.T.Mathew

CGMT, BSNL

Kerala Circle

Sir,

Sub: Shortage of Executives in higher grade in BAs in Post VRS scenario-Arbitrary and irrational transfer of AGM/DE level Officers in the circle violating Corporate Office instructions - registering our strong protest with the request to review the issued transfer order reg:

Ref:

1. HR-III/Stay Particulars/2019-20/17 dtd 07-02-2020 – Transfer from QLN to Kannur/ALP
2. HR-III/Stay Particulars/2019-20/20 dtd 10-02-2020 – Transfer from QLN to KTM
3. HR-III/Longstay/2019/40 dtd 27-01-2020 – Transfer from TVM to Pathanamthitta
4. No.1-6/2018-Restg.(Pt.) dated 27-12-2019 (GM Restructuring, CO, New Delhi)
5. Letter No.SNEA/Kerala/2018-19/II/73 dated 03/01/2020 to the CGMT Kerala.
6. HR-III/Stay Particulars/2019-20/5 dated 01/01/2020.

Kindly refer to the above cited letters (1), (2) & (3) transferring AGM/DE level Officers in the pretext of addressing shortage of executives in the particular grade. In this regard, we would like to bring the following for your kind perusal and request immediate corrective action from the Circle Administration:

1. Our request to Circle administration vide the letter (5) to bring clarity in formulating criteria for arriving at BA wise shortage figures of executives in a particular grade in the post VRS scenario appears to be ignored due to reasons best known to administration alone.
2. Due to the above reason, majority of executives could not exercise their options for considering for LA posting in their choice BAs.
3. Our request to discuss crucial HR issues with the recognized Executive Association, SNEA for the smooth implementation of network operations in the post VRS scenario was simply repudiated.
4. The attitude shown by the present Circle administration in dealing with such sensitive HR policies in the potential circle of BSNL that too at this crucial juncture is highly objectionable.
5. Above all, it seems, the present Kerala Circle administration has decided to ignore even standing orders from the BSNL Corporate Office vide letter at (4) clearly giving instructions to the Circle Heads to address shortage of executives in a grade by delegating powers to BA Heads to give looking after orders to senior executives in a grade for three months.
6. Instead, the Circle administration has decided to penalise those executives, who took extra pain to manage network operations in the Circle by spending from their own savings that too without timely salaries during the

past one year, by issuing illogical and irrational transfer orders to them at the cost of BSNL violating all norms and standing instructions in this regard.

It is surprising to note that, transfer orders have been issued to executives from home BAs to distant BAs vide ref (1), (2) & (3) in DE cadre. There was a tremendous response for the looking after arrangements to BAs and sufficient number of applicants are available at each BA. As part of austerity measures corporate office had also advised circles to get approval from Corporate Office for interest of service transfers to minimize the expenditure. Since Kollam BA was declared as shortage BA (Ref-6) the executives now transferred from Kollam BA has not expressed willingness to work in other BAs thinking that they will be retained at Kollam.

Considering all these facts it is regretted to tell that the transfer order issued in the context of VRS are not complying the corporate office norms and guidelines. Hence it is requested that, the issued transfer orders vide Ref (1), (2) & (3) may be cancelled immediately and desist from issuing further orders.

It appears that Circle Administration is not ready to consider the request for transfer which does not involve any expenditure but it has no hesitation in transferring officers to far away stations at the cost of the Company even in this Juncture wherein salaries are not paid for months together.

It is also noticed that the Circle Administration is not ready even to fill up minimum required officers at DGM/CAO/DE level inspite of the options exercised by the eligible officers from respective BAs. It is requested to ensure that Looking after is given for at least 50 % of Pre-VRS working strength of AGM/CAO/DGM if sufficient optees are available in respective BAs as instructed by Corporate Office since more than 50 % has taken VRS.

We would like to make it very clear that this Association cannot be a mute spectator and can never appreciate such improvident steps from the administration to further demotivate the already demoralized manpower prevailing in the most productive and potential Circle of BSNL by way of issuing such unilateral, irrational and illogical orders especially in the HR front and hence request immediate and urgent review from the administration side.

Thanking You

Sincerely Yours



Jithesh.K.P
Circle Secretary
SNEA Kerala

Copy to

1. Shri.R.Sathesh, GM (HR&Admin), Kerala Circle
2. Shri K.Sebastin, General Secretary, SNEA CHQ, New Delhi