



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

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

Circle President

Dr.V.G.Sabu

AGM, Trivandrum

Mob: 9446433433

Circle Secretary

Jithesh.K.P

SDE, Kannur

Mob: 9447707475

Circle Treasurer

Suneer.S

AO, Circle Office

Mob: 9447341693

No.SNEA/Kerala/2021-22/31

dated 05-April-2022

To

The Chief General Manager,
BSNL Kerala Circle.

Sub:- Regarding transfer & postings based on restructuring by Kerala Circle Reg.

Ref:

- i. Letter from CGMT KL to DIR-HR dated 28-03-2022 reg requirement of manpower wrt restructuring
- ii. No.KRLCO-11/20(4)/6/2020-HR AND ADMN dated 19-03-2022
- iii. No.KRLCO-11/20(2)/7/2020-HR AND ADMIN dated 31-03-2022-Office Order on reversion of AGMs to SDEs in Circle Office

Respected Sir,

We express our sincere gratitude for considering our consistent efforts and for apprising the Corporate Office of the gravity of the deficit manpower issue prevailing in Kerala Circle versus the sanctioned strength as per the restructuring norms issued by Corporate Office.

We sincerely hope that Kerala Circle will take all efforts to retain the existing posts and to maintain the present executive strength in order to ensure the enduring performance of the leading Circle of BSNL. We put forward the following points for your kind perusal and immediate action:

1. As is well known, majority of the AGM (L/As) were reverted back to their original post with effect from 31-03-2022 (ref (ii) & (iii)) which, in turn, caused a dead-lock in the workflow in different verticals/sections from 01-04-2022 onwards. Such reversions are highly demotivating and may adversely affect the working in different verticals. This is one of the major reasons why SNEA is reiterating the need for regular and time bound promotions instead of issuing looking after orders. But the process of regular promotions are not taking place in time and due to the present restructuring orders, maintaining the posts and executive strength is the need of the hour. Hence, none of the sanctioned posts as per the restructuring orders are to be kept vacant.
2. As per the letter at ref (i), there are 72 sanctioned DGM posts. However, there are only 14 DGMs in the circle. According to the HR team, only 46 L/A in DGM cadre is allotted to Kerala Circle. It may be noted that DGM L/A orders are issued according to the seniority and no options were called from the eligible executives prior to issuing the orders. We had already raised this issue in the Agenda meeting on 22/03/2022. Though we were given assurance that the matter would be looked into nothing seems to have been done so far. Apart from this, still 26 DGM vacancies are left unfilled which may invite post reduction to bare working minimum. Hence we seek urgent intervention in this regard and address to

BSNL CO to take immediate action to increase the LA limitation for temporary filling of DGM vacant posts as per the required strength and to project the necessity of regular promotions to DGM posts without delay.

3. With reference to letter (i), there are 425 sanctioned AGM posts. At present, there are only 107 AGMs. Kerala Circle had reverted the LA AGMs wef 31-03-2022 and no orders have been issued to extend the LA arrangement in AGM cadre further even though there is a huge deficit of AGMs in Kerala Circle. The process of reversion of LA-AGMs is again a very destructive move from Circle management which may result in drastic reduction in AGM posts. Thus, we raise the urgent necessity to call for AGM-LA to fill the large number of AGM posts lying vacant temporarily and to raise the urgent need of regular AGM promotions to BSNL HQ.
4. In the cadre of SDEs/JTOs, the vacant positions are still enormous and there is an urgent need to promote the eligible JTOs to SDE cadre. Hence we request to urgently apprise the HQ and to remove the clause of 12 years required to be promoted as SDE which is meaningless and logically impertinent.
5. The situation is even worse in the case of CAOs/AOs & JAOs. In DGM (F) cadre, none are available against the sanctioned 27 posts. For CAO cadre, there are 60 sanctioned posts and available executive strength is only 3. It is very disappointing that, the Circle management is vague and dormant in resolving these by addressing such issues to HQ.
6. We express our strong protest against the interchangeability of JTO/SDE posts and JAO/AO posts. This is against the constitutional rights as the posts basically differ in the pay-scales itself.
7. Apart from the large number of vacant executive posts as per the sanctioned restructuring posts, there is a large scale reduction in AGM posts which included many vital and revenue generating AGM posts like AGM-Infra, AGM-OP, AGM-NP, DE-RP in CM vertical, AGM EB, AGM S&M etc. The reduction in these key posts that played a vital role in the Circle's performance needs to be analyzed thoroughly and HQ must be briefed of these issues at the earliest.

Hence, as the Circle head, we request your kind intervention to pursue the above issues and to continuously take up with BSNL CO, to keep the posts of executives to ensure the essential career progression of the executives.

Thanking You,
Sincerely Yours



Jithesh K P

Circle Secretary, SNEA Kerala Circle