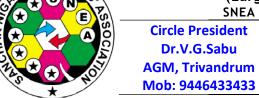
## SANCHAR NIGAM EXECUTIVES' ASSOCIATION

## KERALA CIRCLE

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



Circle Secretary Jithesh.K.P SDE, Kannur Mob: 9447707475

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No.SNEA/Kerala/2021-23/69

Dated 10-October-2023

To,

The Chief General Manager Kerala Circle

Sub: Lakshadweep -hard tenure station -clarification sought -reg

## Respected Sir,

I am writing in reference to the letter mentioned under reference, which pertains to the recently issued guidelines on tenure areas in BSNL. We appreciate the effort undertaken by the Circle Administration to regularize the tenure areas in Idukki District (except Thodupuzha SDCA), Wayanad District, Uppala, and Kasaragod SDCA as soft tenure stations. Since 2008, our association has been in agreement with granting BA tenure breaks to executives working in these stations, and we extend our sincere gratitude to the Circle Administration for this collaborative effort with the corporate office for regularization.

However, there are certain aspects of the guidelines that require further clarification, and I have outlined them below for your consideration:

1. Lakshadweep is currently categorized as a hard tenure station with a tenure period of 2 years, as it was before. Previously, executives from Kerala Circle who completed 2 years of service in Lakshadweep were granted a circle tenure break. The guidelines appear to extend this facility only to executives of J&K Circle, specifically those who have transferred from one BA to another BA. Many executives in Kerala Circle have completed the 2-year tenure period in Lakshadweep. The guidelines do not provide clarity on how their tenure calculation will be considered here after. We kindly request that they be protected from being transferred to another circle, taking into account their service in Lakshadweep. Furthermore, in line with the corporate office restructuring guidelines, which justify six JTO/SDE posts in Lakshadweep, we propose that when vacancies arise against the executive sanctioned strength in Lakshadweep, transfers to Lakshadweep should be

arranged from the corporate office, considering that JTO and SDE are equivalent cadres as

per restructuring.

2. In the recent LICE conducted for JTO vacancies in Kerala Circle, JEs from other

circles applied, resulting in 47 promotees being posted to Kerala Circle. Three of them were

assigned to Lakshadweep. Given the new tenure policy, we suggest that after 2 years, these

individuals be brought back from Lakshadweep and send back to their native circles, by

offering relaxation in the 5 years of recruiting circle service mandated in the rule 8 transfer

policies.

3. Clause 3(c) of the guidelines states, "In case of soft tenure areas, the break of circle

facility for intra-circle transfer will not be applicable." This clause is somewhat confusing.

We seek clarification regarding whether executives who have worked in announced soft

tenure stations for 2 years will be granted BA tenure breaks when considering the Long

Stay List for intra-circle transfers.

4. Considering the geographic location of the Lakshadweep Islands which is almost

300kms from Kerala Mainland, spreading across of almost 700kms from north to south,

and since Lakshadweep Islands are attached to Kerala Circle only because of

administrative reasons, we kindly request your active perusal for considering the tenure in

Lakshadweep Islands as a special case of hard tenure station and 2 years of service in this

area should be considered for Circle break.

We kindly request your attention and guidance on these matters to ensure a clear

understanding and fair implementation of the tenure guidelines. Your assistance in

addressing these concerns is highly appreciated.

With Warm Regards,

**Sincerely Yours** 

Jithesh K P

**Circle Secretary** 

**SNEA Kerala Circle**