



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/2021-23/69

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