



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)

SNEA Bhavan, Dharmalayam Road, TVM-695001

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No:- SNEA/KLA/CGM/2018-19/

dtd at TVM, 1-5-2018

To

The CGMT BSNL,
Kerala Circle,
Thiruvananthapuram.

Sub:- Suggestions for request transfer reg:-

Respected Sir,

Kindly recall the meeting held with your goodself on 25-4-2018 at your chamber regarding the request transfer of Executives those who have completed 2 years service and on compassionate ground request. In this connection we would like to submit the following for your information and kind consideration.

The Circle Executive Committee Meeting of Sanchar Nigam Executives' Association, Kerala Circle was held on the 26th and 27th of April 2018 at SNEA Bhavan, Dharmalayam Road, Trivandrum. Very fruitful discussions were held on all aspects especially related to viability and growth of BSNL. All CEC members gave detailed reports on the efforts taken by the employees in general and executives in particular in various BAs to achieve targets in both sales and operational parameters in all segments last financial year thereby contributing much to retain customer base and profitability of the circle. The CEC congratulated all employees in the circle for their most valuable contributions in this regard and pledged to continue with more zeal and enthusiasm to achieve further revenue growth in the current financial year as well. Detailed sessions were held on BSNL' growth related aspects giving thrust to various efforts to be made for vast expansion of BSNL' FTTH network in the circle.

The CEC opined that the hard work and dedication shown by employees in general and the executives in particular in Kerala circle contributing to BSNL' revenue prospects deserve reward, recognition and motivation. The CEC expressed deep concern about certain counterproductive HR measures being taken by the present circle administration at this juncture like publishing long stay list of JTOs for effecting inter SSA transfers especially when more than 600 JTOs were inducted in a calendar year, forwarding proposals to BSNL Corporate office for stalling further appointment of JTOs through GATE score as per the original notification by the BSNL management, underutilization and not giving sufficient field exposure to the newly appointed JTOs citing linguistic barriers, denying Looking after arrangements in SDE and DE cadre wherein the working strength is just 50% etc. It is to be noted that this is the first time in the history of Kerala circle that these many new JTOs are inducted in a single calendar year. The CEC pointed out that executive strength has been improved in all BAs including Pathanamthitta, Malappuram and Kannur, which were once shortage SSAs as far as executive strength is concerned and hence the number of promotional posts can be considerably increased to reduce the stagnation of executives with 15 to 25 years of service.

The CEC was of the considered opinion that these negative HR measures like transferring out executives to other SSAs citing long stay etc should be viewed very seriously and resolved to urge circle management not to proceed further with these anti-executive and anti-BSNL measures, there by penalizing the executives for their committed efforts instead of motivating them. These measures would be highly detrimental to the circle especially when certain rival operators are trying hard to grab our potential customers and we are under threat of revenue crisis. The committee also expressed its disappointments to the fact that though the Administration repeatedly remind executives about their role as part of management, the views expressed by the recognized executives Association with their field experience are ignored in HR decisions.

New JTO appointment list SSA wise table.

BA	DR -1	DR -2	DR- 3	DR -4	DR -5	DR -6	DR -7	Total DR		LICE 13-14	LICE 14-15	LICE 15-16	Total LICE		DR + LICE Total
CNN	4	6	3	23		1	4	41		13	17	6	36		77
MRX	5	5	2	8	3	8	2	33		10	26	7	43		76
TCR	0	4	4	7	4	1	1	21		7	19	16	42		63
CLT	3	2	2	18	2		3	30		6	12	10	28		58
KLM	0	4	2	10	1	4	1	22		2	15	9	26		48
PGT	5	5	2	9	2	2	2	27			13	6	19		46
ALP	0	3	4	10	3	3	2	25		1	12	6	19		44
PTA	0	4	1	10		6	2	23		4	9	5	18		41
KTM	0	5	1	10	3		2	21			11	6	17		38
ENK	0	2	1	3	1	1	2	10		2	14	10	26		36
TVM	1	1	0	1	2	1		6			10	14	24		30
MS	0	2	2	5	1	2		12			2	5	7		19
STR	0	2	0	2				4		3	4	2	9		13
STP	0	3	1	4	2		1	11			1		1		12
CO				1	1		1	3			3		3		6
LKD	0	0	0	1			0	1					0		1
TOTAL	18	48	25	122	25	29	23	290		48	168	102	318		608

The following suggestions are made to ensure sufficient number of DEs and SDEs in all SSAs and to ensure transfer back of all executives who were transferred out in 2016 on long stay basis.

1. Looking after orders to JTOs working in E4/E3 scale may be issued to ensure sufficient strength of SDEs in all SSAs. Options, if required, may be invited from eligible Officers for posting. All JTOs in the above higher scales should be considered while giving Looking after orders as SDEs irrespective of whether they have joined in the circle on Rule-8 basis or not. Recruitment year alone may be considered for the same. (Follow the Corporate Officer Order issued on 16th March 2016)

2. Looking after orders to SDEs working in E5/E4 scale may be issued to ensure sufficient strength of DE/AGMs in all SSAs. Options, if required, may be invited from eligible Officers for posting.
3. Issue orders to all JTOs those were transferred in 2016 in the circle who have requested inter BA transfers including those under compassionate ground immediately in a single order, as sufficient executives are available in all BAs after LICE and GATE JTO appointment.
4. Transfer orders to SDEs who have requested inter BA transfers may be issued immediately in a single order, as sufficient executives are available in all BAs after LICE and GATE JTO appointment, relieving them all on completion of two years of service in the present station. Also, issuing looking after orders to JTOs in higher scales would ensure sufficient strength of SDEs in all BAs.
5. Replacement for six no.s of SDEs in Kollam and four no.s of SDEs in Malapuram who were transferred to those stations on long stay basis in 2016 and are working as DE (LA) can be made by transferring equal number of SDEs from nearby SSAs on long stay basis.

Hence we once again appeal the Circle Management to consider the views of this recognised executives association in finalising these important HR policy matters.

Sincerely Yours



**T Santhosh Kumar
Circle Secretary
SNEA, Kerala Circle.**

**Copy to 1. GM(HR), O/o CGMT, Trivandrum
2. DGM (HR), O/o CGMT, Trivandrum.**