



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

(Largest Association of Executives in BSNL)

SNEA Bhavan, Dharmalayam Road, TVM-695001

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No.SNEA/Kerala/2018-19/II/141

dated 8th Oct 2020

To

**Sh. C V Vinod,
Chief General Manager Telecom,
BSNL, Kerala Circle,
Thiruvananthapuram-33**

Respected Sir,

Sub: Transfer and posting in the grade of Sub Divisional Engineers(C) - reg

Ref: No.BSNLCO-BWHR/11(18)/5/2020-BW dated 06.10.2020

Your kind attention is invited to the transfer order letter cited above, vide which, one of the SDE(C) from Kerala, Sri. K.A.Karunakaran (HR No:199004764) is under the order of transfer to North East.

We strongly express our concern and anguish over the demotivating and depriving treatment meted out by the management towards the hard working executives of Kerala circle who continue to produce wonders in the most difficult times BSNL/DOT ever faced. Either quality parameters or profit, Kerala circle has been the front runner always. And the Civil wing of BSNL Kerala is no exception. The quality and standard of works and the speed with which the targets are accomplished have always been to the level of any professional agency. When BSNL decided to engage its excess manpower, Civil wing of Kerala circle was the early bird and a trend setter by taking upbgude and challenging external projects. And the agencies, for which the services were rendered, started believing in the quality of output and continue to entrust works one after the other. No Wonder, many government projects were carried out by our Kerala civil wing. **BSNL Kerala Civil wing is contributing to more than 30% of the all India turnover of external projects, that too with less than all India average of manpower.** It is pertinent to note that majority of the circles are not engaged in any kind of external projects in any manner which add to the turnover to BSNL.

The VRS has made a huge damage to Kerala Civil Wing as 2/3rd of its highly qualified Engineers opted out of BSNL job for the obvious reasons. This has really made the situation from bad to worse. Many of our executives are having more workload than bearable for delivering quality output and in time delivery. The downward trend of engagement of new projects is only because of lack of manpower available in Circle. Instead of transferring people from other circles, where there are no external projects or critical activities, transferring limited resources from a circle having high potential for external projects and extra revenue shows the lack of professionalism by the BW wing of the Corporate Office.

The table below clearly shows the discrimination in selecting people from various circles. **Kerala Circle is at the fourth position from bottom in working strength of SDEs and far below than the All India average. Kerala Circle, which contributes to the revenue to the tune of more than 30%, rather, should have been supplied extra manpower.**

CIRCLE	Executive Engineer (C)				Sub Divisional Engineer (C)			
	Sanction	Available	%	Vacancy	Sanction	Available	%	Vacancy
Madhya Pradesh	10	0	0	10	49	5	10	44
Karnataka	10	2	20	8	53	6	11	47
West Bengal + Calcutta	12	1	8	11	84	11	13	73
Kerala	14	3	21	11	79	13	16	66
Telangana	10	0	0	10	40	8	20	32
UP (W)	6	3	50	3	28	6	21	22
Maharashtra	19	3	16	16	104	23	22	81
Andhra Pradesh	6	3	50	3	36	8	22	28
Uttaranchal	2	0	0	2	18	4	22	14
Tamil Nadu + AN + Chennai	18	4	22	14	95	25	26	70
Gujarat	13	0	0	13	63	17	27	46
Assam	6	1	17	5	36	10	28	26
North East - II	4	0	0	4	17	5	29	12
North East - I	4	1	25	3	16	5	31	11
Chhattisgarh	3	0	0	3	15	5	33	10
Rajasthan	11	4	36	7	47	16	34	31
Haryana	6	1	17	5	22	8	36	14
Bihar	7	4	57	3	27	10	37	17
UP (E)	10	0	0	10	47	18	38	29
Jharkhand	6	1	17	5	24	9	38	15
Corporate Off	5	5	100	0	30	12	40	18
NTR	9	3	33	6	30	13	43	17
Punjab	10	2	20	8	38	18	47	20
ALTTC	2	2	100	0	4	2	50	2
J&K	5	4	80	1	15	8	53	7
Odisha	7	1	14	6	30	17	57	13
HP	7	4	57	3	36	24	67	12
	222	52	23%	170	1083	306	28%	777

BSNL Kerala Circle is a major unit of BSNL. In the recent proposal on the consolidation of Business Areas, Kerala would comprise of one Very Large BA, 6 Large BAs and 4 Medium BAs. In such a major telecom hub, BSNL Civil wing has its own vital role to play in carrying the various important and critical activities in these BAs Viz. Monetization of numerous land parcels, renting out of abundant building/ land resources, leasing in of towers and buildings across the state, mutation of lands in

addition to the in-house projects and normal maintenance activities etc. That is the reason, the restructuring cell of Corporate Office have allotted maximum number of AGM/SDE posts to Kerala circle in the BA consolidation proposal. Table below shows Kerala circle is allotted with additional 37 executive posts for smooth functioning of BAs.

Type of BA			DGM C/E		AGM C/E		SDE C/E		Total additional Posts	
Type of BA	All India	Kerala Circle	All India	Kerala	All India	Kerala	All India	Kerala	All India	Kerala
Very large BA	5	1	5	1	10	2	20	4	35	7
Large BA	25	6			25	6	50	12	75	18
Medium BA	63	4			63	4	126	8	189	12
Small BA	65						65		65	0
Total	158	11	5	1	98	12	261	24	364	37

The Available strength of civil Engineers is only 33 out of 521 available in all India (Only 6.33%).

In addition, the Kerala-Lakshadweep Islands Submarine Cable project which is of national importance is also on the anvil. The role of Kerala Civil wing in this project is pivotal as we have to construct 11 major buildings in all the islands of Lakshadweep. This is a time-bound project for which utmost care and dedication is mandatory. Close and sufficient supervisory manpower is much warranted in all the islands.

It may be recollected that similar situation prevails in Electrical wing too, where there are no regular EE, SE and CE available in Kerala Circle. When Kerala circle is deserted with such crucial posts taking away the available paltry numbers too is highly condemnable.

Considering the above facts, necessary action may be taken to bring more executives to Kerala Circle instead of transferring executives from this profit oriented circle. Cancellation of the said order may be taken up at the corporate office level.

Thanking You,

Sincerely Yours



Jithesh K P

Circle Secretary

SNEA Kerala Circle