

# 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/2021/21**

**dated 5 Oct 2021**

To

**Shri C.V.Vinod**

**CGMT BSNL,**

**Kerala Circle**

Respected Sir,

**Sub: - Long stay transfer of Executives to Lakshadweep reg.**

- Ref: 1) KRLCO-11/20(2)/19/2020-HR& ADMIN dated at TVM the 30/09/2021  
2) KRLCO-11/20(40/1/2021-HR AND ADMIN dated at TVM the 23/8/2021  
3) KL KNR-11/13(17)/14/2021-ADMN KNR KRL dated at Kannur the 16.09.2021

Your immediate attention is invited to the transfer order issued to Lakshadweep vide letter referred above. It is regretted to point out that the said order is against the agreed terms and conditions of the transfer policy envisaged in our circle in the year 2008 for the smooth functioning of Kerala Circle. As per the policy, to find an amicable and productive solution for the staff shortage and to address the reluctance among staff to report for duty on promotion/transfer, Malappuram BA, Idukki District, Wayanad District, Uppala SDCA and Kasaragod SDCA were declared as tenure stations of Kerala circle. The same has been reissued recently vide Ref-2. The officials worked in these circle tenure areas were either exempted from long stay transfers to other BAs or the stay has been set to zero, till date. Contrary to these orders, circle administration has now transferred 2 officials to Lakshadweep who are working/worked at Kasaragode and Uppala SDCAs for more than 14 Years in their career.

In the same order two more JTOs from other BAs are seen transferred to Kannur BA to compensate the shortage resulted due to this Lakshadweep transfer. In order to provide some solace to Kannur BA, which is struggling very badly to meet the target in Post VRS scenario, 2 SDEs and 3 JTOs were transferred, a couple of months ago. It is quite evident from these orders that, the management also understands that Kannur BA have shortage of executives. Vide Ref-3, Kannur BA administration has called volunteers among executives of the BA to work in these SDCAs for 4 important posts, which reiterates the shortage.

Normally, posts in soft tenure stations are filled by transferring executives with longest stay. If the same list, without granting any concession to the soft tenure service is taken for hard tenure transfer, it will be double punishment for the same executive who has completed soft tenure. If such punishment is imposed ruthlessly, the purpose of entire exercise will be spoilt. It will not only demotivate the affected, but also will become pointer to the rest of the employees too.

This association strongly feels that no executive shall be motivated to serve unpopular stations, which have a huge shortage and requires more manpower, if a well laid policy is sabotaged to implement this transfer to Lakshadweep without foreseeing the long term consequences.

Corporate office has issued guidelines to circles to limit the interest of service transfers to minimum so as to reduce the expenditure towards transfer in this austerity period where the company is struggling hard to meet day to day expenditures. It is high time to avoid transfer for the sake of transfer which creates unnecessary panic among employees and to concentrate on need based transfer.

Therefore it is requested that officials who worked in circle tenure stations may be exempted from transfer to Lakshadweep which is the long practiced solution to find candidates to work at these remote and difficult areas of Kerala circle.

Sincerely Yours



**Jithesh K P**  
**Circle Secretary**  
**SNEA Kerala Circle**