



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

Circle Secretary

Jithesh.K.P

SDE, Kannur

Circle Treasurer

Suneer.S

AO, Circle Office

No.SNEA/Kerala/2021-22/68 dated 20-September-2023

To

The Chief General Manager,
Kerala Circle.

Sub :- Transfers in Accounts stream as part of MM streamlining reg.

Respected Sir,

With immense pleasure and pride, we share the news that SNEA has been declared as the Majority Representative Association of Executives in BSNL, securing an absolute share of 52.07% in the recent Membership Verification (MV). We wish to extend our sincere gratitude to the Kerala Circle administration for their impeccable handling of the MV across all BAs.

However, following the announcement of the MV results, we have observed the issuance of transfer orders for six executives in the Finance stream, specifically in the cadres of JAO/AO. These transfers have taken place from various BAs to the MM cell of the Circle Office without adhering to the transfer norms.

We would like to draw your kind attention to some of the discrepancies in these orders:

1. The transfers do not seem to be based on long stay of the executives. Many executives with over 25 years of service in their native BAs are presently available in many BAs.
2. One executive transferred from Thrissur BA has not even completed the minimum 10-year stay requirement stipulated in the BSNL transfer policy of 2008 for inter-BA transfers.
3. Four out of the six executives transferred to the Circle Office are from Thrissur and Malappuram BAs, which are over 250 kilometers away from their current postings. This has resulted in significant inconvenience to these officials.
4. The orders were issued in the middle of the financial / academic year, diverging from the usual practice of timing such transfers.
5. The recent directives regarding inter-BA long-stay transfer orders, as issued, have not been followed in this case.

While we recognize the immediate need for additional executives at the Circle Level to manage the increased workload associated with MM streamlining, we believe that critical thinking and meticulous planning is required to rationalize the proposed management process.

We acknowledge the efforts made by BSNL Kerala Circle to centralize the material management process, which has the potential to streamline the operations. However, the centralization process has also led to the transfer of executives from business areas to the Circle Office. We suggest an alternative approach to this situation. While we understand the benefits of centralization, we believe that decentralizing some aspects of the work performed by executives is equally important particularly when e-office and ERP implementation are in full swing. This can help strike a balance between efficiency and the need to retain experienced executives within their respective business areas (The executives may be attached to Circle Office physically retaining at respective BAs, similar to the executives in charge of BA stores being part of Circle Office strength). This would allow for the continued smooth functioning of material management while minimizing the immediate impact of executive transfers.

If it becomes necessary to transfer executives, we recommend adhering to established long stay transfer norms and making such transfers at the end of the financial year to minimize the disruptions.

We believe that this approach would not only ensure the efficient functioning of the centralized MM streamlining operations but also uphold fairness and consistency in the transfer process. The absolute majority secured by SNEA in this MV shows the support and belief of the executives to this association, since this association always upholds the fairness and consistency in all activities.

Your kind consideration and immediate intervention is requested in this matter.

Thanking You,

Sincerely Yours



Jithesh K P
Circle Secretary
SNEA Kerala Circle

Copy to:

- i. Sr.GM (HR & Admin), O/o CGMT, KL.
- ii. IFA KL Circle, O/o CGMT, KL.
- iii. GS, SNEA CHQ.