

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/2021-23/47

dated 06th Feb 2023

To

Shri. B. Sunilkumar ITS,
Chief General Manager Telecom,
BSNL, Kerala Circle,
Thiruvananthapuram-33

Respected Sir,

Sub:- Posting of Newly promoted JTOs through LICE for Field Training – Anomalies are pointed-out for review and modifications - Reg.

Ref: Allotment of JTOs for Field training, Letter No. KRLCO-11/18(11)/1/2022-HR AND ADMIN/113 dated at TVM the 02.02.2023.

Your Kind attention is invited to the subject matter referred above. At the outset we would like to extend our sincere gratitude to Circle Management for organizing a smooth Training program and timely issuing of orders for the Field training of new JTOs. In the allotment order, the majority of the trainees were deployed at their native BAs for field training. However, some of the JTO trainees of Kozhikkode, Malappuram, Trichur, Alappuzha, Kollam BA are allotted to other BAs for field training rather than allotting them to their own BAs. In this regard following facts and anomalies are pointed out for immediate review and modifications.

1. The JTO trainees, those who didn't request for posting at Mobile Services (MS), Ernakulam are also posted in MS Ernakulam. As it is a specialized technology unit, it is suggested to call for volunteers among the executives, for posting in MS Ernakulam. So that officers with right aptitude and talent can be identified for this unit. It is worthwhile to mention that, one round of Interview was already completed and Posting orders were also issued for MS Ernakulam just a few months ago. If there is any further requirement of executives in Mobile Service, the result of the Interview may be published and necessary postings may be done from short listed executives who already volunteered to work in MS Ernakulam and participated in the interview.

2. When the Inter Circle Transfer orders were issued last year, 80 Officers were transferred out from Kerala circle against which only 33 officers joined our circle, leaving huge workloads on the shoulders of available Executives. This itself causes serious concern in the normal functioning of BAs. In the case of allotment of JTO Trainees for field training, the trainees of Kozhikkode, Malappuram, Trichur, Alappuzha, Kollam are allotted to other BAs, ignoring the request of the respective BA heads to post them to their BAs. All these JTO trainees were part of the BAs, and shifting them without assessing the change in staff deployment in a short span of three months may further seriously affect the performance of these BAs to a lower level than the expected.

3. Five JTO trainees of Kozhikode BA are posted outside the BA. Four trainees, among them, have already completed their BA hard tenure service at Wayanad Hill Station. Posting the trainees, those who have completed their service at hard tenure saturation is seems to be not fair.

4. In Kerala Circle, after 2018 whenever promotion orders were issued to the executive cadres, the BA allotments were simply done to their native BAs, considering the huge shortage of Executives prevailing in Each BAs against the sanctioned manpower norms of BSNLCO, and not to disturb the working atmosphere of the BAs since all of them are got promoted from the BAs itself. Contrary to this policy being followed in the circle, in the BA allotment of LICE JTOs, some of them are posted outside their BAs.

5. It is also seen that some of the BA heads are purposefully trying to reduce the Executive strength by adding all the workloads to the shoulders of remaining executives in the BA. We understand that such unhealthy practices are just to reduce the Salary account head of the BA to show an increased Profit Margin. Such unscientific practices may be stopped and enough executives may be posted as per the revenue potential and workload of the BAs.

6. It is learnt that the allotment of trainees was done based on vacancy positions with respect to the minimum requirement of Telecom Executives in BAs. The minimum requirement of Telecom Executives was assessed a year back to rationalize the executive strength across all BAs. As a lot of changes occurred during the past one year, it is requested to re-assess the required working strength of executive cadres (DGM/AGM/SDE/JTO) in all BAs and Units in Kerala Circle. The sanctioned strength and working strength of executives in all BAs and Units may be published to maintain transparency in transfer and posting of executives.

7. The OTP request transfers of executives and the rule -8 transfer of JTOs are expected soon, the vacancies aroused due to the same are also to be considered.

Taking into account all these aspects, the shortages of executives in the BA shall be filled by taking a long stay of executives after the expected inter circle transfer orders from BSNL CO. Since such large-scale shifting of executives are in the offing, the present shifting of some of the JTOs from their Home BA needs an immediate review. Moreover, during our meeting with CGMT on 6th January 2023, we were assured that the JTO trainees will be posted to their Home BAs and all the requests for change of BA will be considered.

Hence, as a responsible Association, SNEA Kerala Circle is once again requesting Circle Administration to Post all the JTO trainees to their Native BAs or Requested BAs on promotions, and any shortage may be met by calling Volunteers or operating Long stay which are successfully done in the recent past.

Thanking You,

Sincerely Yours



Jithesh K P

Circle Secretary

SNEA Kerala Circle

Copy to 1) The General Secretary SNEA, CHQ.
2) The GM (HR&ADMN), BSNL, Kerala Circle