



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION(INDIA)
KERALA CIRCLE**

(SNEA Bhavan, Dharmalayam Road, Trivandrum - 695001)

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**CIRCLE
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No. SNEA/KRL/CGM/2014-15/177 Dated 2-12-2015

To

**Sri. L. Anantharam
Chief General Manger Telecom
BSNLKerala.Trivandrum**

Respected Sir,

Sub: Request for Transfer of Executives transferred during 2013

Sir,

Kerala Circle was the cynosure of all eyes as far as the BSNL Services both in service delivery and productivity taking it to the top of the table in profit as well as growth and quality of service. This was achieved by the time tested HR polices and HR relations adopted in the circle in consultation with the associations and unions which created a healthy working atmosphere. With the recruitment process grinding to a halt, the staff shortage was met by deploying executives from better-positioned SSAs to SSAs with depleted strength. Accordingly a well defined transfer policy was put in place in 2008 after detailed discussions with the concerned Associations and Unions. Accordingly SSAs and Areas identified as depleted zones were supplemented by transferring officers from other SSAs based on the long stay criterion with the condition that such transferred officers will be brought back to their choice SSA on completion of 2 years in the away station . But during 2014 the then CGMT Kerala unilaterally decided to dishonour the well set policy and resorted to arbitrary transferring of officers with his so-called method of rationalisation without any rationale. In the process he denied transfer to the officers who had completed 2 years' service in the away stations. The so-called rationalisation was carried out without considering the field realities creating great imbalance and total havoc in most SSAs. To add insult to injury the denial of promised return transfer, on the basis of which the entire transfer process was smoothly flowing in the Circle, has resulted in great frustration among the staff adversely affecting the growth and efficiency of service. In the year 2015 though there were more than 70 officers waiting for their transfer back after completing 2 years' service in the transferred SSAs, the CGMT was hell bent to deny them eligible transfers, according to the agreed terms between the Associations and the Management . Though more than 130 JTOs were newly posted in the circle

their distribution, again, was so whimsical that it failed to meet the requirements of the SSAs. The then CGM, further, transferred many officers who were members of this association without following any norms as a vindictive measure for having brought his illegal activities to the notice of the Corporate Office by the Association. His numerous anti-employee activities have resulted in unprecedented industrial unrest in the Circle culminating in direct intervention of the Corporate Office, which felt that the continuance of Sri MSS Rao will only further hamper the industrial harmony in the Circle without which the previous performance cannot be established. And finally Sri MSS Rao has been removed from the post of CGMT BSNL Kerala and your good self has been posted to head this prestigious Circle in the firm belief that all the vindictive actions including forced and denied transfers will be set right paving a way for harmony and growth in the Circle.

Sir, we request you to restore normalcy in the Circle by considering all transfer requests of the officers who have completed more than 2 years' service in their respective SSAs. It may be noted that request from certain executives were considered resulting discrimination among the officers who were transferred by the same order. The officers transferred during 2013, based on the 2008 formula, have already completed two and half years have to be retransferred or transferred to the places of their choice as a first case, so that the case of officers transferred during 2014 and completing two years in March 2016 can be taken up in March 2016. Similarly all officers, transferred as a vindictive measure, have to be brought back. Our repeated requests with the Administration even after your assuming charge, appears to be falling on deaf ears. Therefore, we request you to grant a meeting to this Association to discuss this issue and work out solutions without further loss of time.

Yours Faithfully

Sd/-

George Varghese

Circle Secretary

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GMHR BSNLKerala