



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)
SNEA Bhavan, Dharmalayam Road, TVM-695001

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No.SNEA/Kerala/2018-19/44

dated 12/8/2019

To

The Chief General Manager (Telecom)
BSNL, Kerala Circle
Thiruvananthapuram

Sir,

Sub: Delay in resolving long pending HR issues in the Circle– seems HR Wing testing patience of the Executives, Urgent Action solicited, reg:

It is not unknown to anyone in the Circle about the involvement and contribution of executives of BSNL amidst all odds, may it be internal or external, for the upkeep of telecom networks intact in the State even by spending lakhs of rupees from their own salaries for arranging essential materials and labour. Even at this time of natural calamity, they are in the field to ensure that BSNL services are available to all. We don't see anything from the Administration side for motivating this extraordinary man power during these hours of crisis. Instead of rendering helping hands to the executives at this point of time, the HR wing has been deliberately denying even the genuine and legitimate demand of executives which has been brought to your notice multiple times. We are yet to get any positive response from the Administration with regard to the following issues.

1. Transfer back of executives to their choice stations after rendering more than two years' service away from home.
2. Pay fixation of officiating JTOs regularized in Feb 2008 and exercised option for 2nd pay revision after promotion.
3. Pay recovery from JTOs against officiating period.-case referred from EKM BA.
4. Filling up of leftover JTO LICE vacancy pertaining to the year 2016-17.
5. Filling up of leftover JAO vacancies.

It may be noted that Administration has no reason for delaying the resolution of the above referred demands including issuing of transfer orders for all the executives who were transferred to far away stations through different orders issued till July 2017. At the same time, we see that the top managers in the Circle are getting all HR privileges including transfers, mutual transfers, relieving

without substitutes well within tenure period of two years, but at the same time, even the legitimate requests from the lower executive cadres are deliberately ignored and their requests are treated as if thrown to dust bin.

The discussion for all these demands had started way back and the Administration has been giving false assurances only till this time. We are sorry to say that no developments are happening in this regard to resolve the issues and Administration is still playing with this assurance strategy alone. At this juncture, we have no other go than to resort to organizational protests against this cat and mouse game from the administration side against this inept treatment to the Recognized Association turning deaf ears to the legitimate rights of executives. We cannot tolerate this type of step mother attitude from the Administration to the field executives any more. SNEA Kerala Circle therefore urges Circle Management to consider all the above demands positively including issuing of all request transfer orders to those who have completed two years in a station as on July 31st this year within a week, failing which we will be constrained for organizational action despite precarious situation prevailing in the Circle due to natural calamity, for which the Circle Administration will be solely responsible for any unrest during this crucial juncture.

With kind regards,

Sincerely Yours



T.Santhosh Kumar
Circle Secretary, SNEA Kerala

Copy to:

1. The GM (HR), Kerala Circle
2. The GS, SNEA CHQ, New Delhi