



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/II/19

dated 05/02/2019

To
The CGMT,
BSNL, Kerala Circle

Sub:-Discrepancies and irregularities in Provisional list of Stay particulars of Executives reg:-

- Ref:-
1. Lr No HR/III/Longstay/2019/2 dtd 16/1/2019
 2. Lr No HR/III/Longstay/2019/3 dtd 16/1/2019
 3. Lr No HR/III/Longstay/2019/4 dtd 23/1/2019
 4. Lr No HR/III/Longstay/2019/5 dtd 25/1/2019
 5. Lr No HR/III/Longstay/2019/7 dtd 2/2/2019

Sir,

Kindly refer to the above cited letters in connection with the provisional list of stay particulars of Executives in Kerala Circle. On verification, we found lot of discrepancies/irregularities in the said published list. We have received innumerable complaints from our members that the particulars are not correct and it is not based on the actual data. Some of the discrepancies in this regard put forth for your information and rectification.

1. Executives cannot assess their position in the long stay list.
2. Always a combined long stay list of Circle Office and Trivandrum BA have been published in previous years. However this year separate long stay list of Circle Office and Trivandrum BA was published. Combined long stay particulars of Trivandrum BA and Circle Office should be published.
3. Majority of the Executives in Ernakulam and Calicut BAs have worked in soft tenure areas like Idukki and Wayanad. However it was not mentioned in the stay particulars.
4. Executives worked in different districts under the same Circle Office BA (especially Mobile Services) but it was not taken into consideration in the stay particulars.
5. List of Request transfers received to be published immediately as done in previous years.
6. After rectification of above discrepancies final list may be published.

Besides in connection with long stay transfer we would like to place the following suggestions for your kind consideration.

1. Longstay may be operated only for meeting pending transfer requests.
2. Transfer in the name of "Need" "Rationalisation" may be avoided since the new JTOs (DR+ LICE) posting was done on need basis and promotions were done in SDE and DE cadres. Any attempt to transfer the executives will lead to complete shuffling of executives and unnecessary expenditure on transfer grant in this financial situation of the company.

3. As per Corporate office instructions, JTO and SDE can be deployed interchangeably and hence long stay transfer also may be effected by keeping the above facts under consideration.
4. Shortage BAs and hard areas like Iddukki, Wayanad and SSAs with outgoing transfer request may be exempted from the long stay transfer.
5. This being a HR policy, before issuing the long stay transfer, discussion may be held with the Recognised Association.

In the recent published recommendations of IIM-A, it clearly indicates that one of the impediments of BSNL is the frequent transfers, which may be avoided as far as possible. So we humbly request your good self to limit the transfer as far as possible so as to reduce our expenditure and boost the morale of the Executives of those who are working hard to increase the Revenue of our beloved company.

**With kind regards,
Sincerely Yours**



**T.Santhosh Kumar
Circle Secretary, SNEA Kerala**

Copy to : GM HR, Kerala Circle