



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)
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No.SNEA/Kerala/2018-19/58

dated 04/10/2019

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

Sir,

Sub: Optimum utilization of available HR in LD islands, avoiding unnecessary spending by way of TA/DA, Island allowance, hard tenure allowance, etc during the hours of grave financial crisis and when austerity measures are enforced restricting even cleaning/sweeping works in office premises, our suggestions- reg:

Ref: 1. Our letter No. No.SNEA/Kerala/2019-20/57 dated 03/10/2019
2. Request for transfer to Lakshadweep Islands from Sh. Fazalul Rahiman M P, DGM

In continuation to our letter dated 03.10.2019 [Ref.1] pointing out anomaly in the posting of a LICE 2015-16 batch JTO to Lakshadweep islands, we would like to submit the following suggestions regarding better utilization of available manpower in LD islands, one of the hard tenure stations, for your kind consideration and necessary action please.

1.Taking over of satellite stations at Agathi and Kavarathi by Kerala Circle from STR: All BSNL employees working in Lakshadweep Islands except those STR staff at Kavarathi and Agathi satellite stations are under the administrative and technical control of CGMT, Kerala Circle and are responsible for Operation and Maintenance of entire BSNL telecom network including satellite stations. The satellite stations at Kavarathi and Agathi are under the control of STR. The deployment of manpower for STR at Kavarathi and Agathi is as below.

Agathi STR - SDE: 1, JE: 1, Petty workers: 3,

Kavarathi STR- SDE: 1, JTO: 1, TT: 1, Group D: 1, Petty workers: 2

It is suggested that Circle administration may consider taking over satellite stations at Agathi and Kavarathi for ensuring better utilization of available man power and reduction in operational expenditure for BSNL in LD islands. Existing staff at these stations can be effectively utilized for carrying out O&M of satellite stations as well as CFA/CM networks as being done in other islands.

2.Request for transfer to Lakshadweep Islands from Sh. Fazalul Rahiman M P, DGM: There is request for posting to LD islands [Ref.2] from a DGM, Sh. Fazalul Rahiman M P, Staff No. 37663, HR No. 199411693, who is a native of Lakshadweep and has served mainland on his promotion as DE for more than 5 years and working as DGM at

present for more than 3 years in Kozhikode BA. It would be appropriate only to post a DGM level Officer at Agathi being a station with airport and where VVIP visits are more frequent these days. Being a request on own cost basis, there won't be any financial burden on BSNL as far as effecting this transfer is concerned which would also facilitate the company to ensure a senior officer at such an important station like Agathi.

3. Anomaly in the posting of a LICE 2015-16 batch JTO to LD islands: As we had pointed out in our earlier letter dated 03.10.2019, the anomaly in posting of Sh. Jayesh Augustine, HR No 200801340, LICE 2015-16 batch vide order No:- HR-III/2-5/JTO/Posting-Deptl/2019/17 dated 28/9/2019 need to be addressed. As per the existing norms in BSNL, the junior most officers are to be posted in hard tenure/long distance stations from a batch of newly recruited executives in any cadre. This posting of Mr. Jayesh Augustine is hence against the existing norms as he belongs to LICE 2015-16 batch and is in no way junior to others belonging to LICE 2016-17 batch who completed training together. It is learnt that posting of a JTO to Agathi Islands is being initiated to compensate the vacancy of a JE who had resigned from BSNL recently. Replacement of a JE by a JTO that too violating existing norms would be inhuman and inappropriate and would cause hardships and mental stress to the aggrieved official. It may lead to litigations as well if not addressed properly.

It may be noted that we are in receipt of several advisories from various levels in BSNL to avoid litigations in HR matters which may cause delay in various HR initiatives of BSNL as well as incurring unnecessary expenditure for legal matters both for BSNL and for the employees involved in it. Moreover, spending money for the purpose of company cost transfers by way of TA/DA, Island allowance, hard tenure allowances, etc that too which can be avoided as such, would be a crime BSNL would be committing as far as present financial status of the company is concerned and at a time when spending on account of cleaning/sweeping works in office premises are restricted. Hence it is requested to cancel this posting order as the same may lead to litigations due to identified anomaly. It is requested to consider the above facts before sending an Officer from main land to a hard tenure station while even salary is not ensured to employees in BSNL.

4. Calling of options from employees to get posted in LD islands: It is suggested that Volunteers may be called from JEs/JTOs/SDEs/DEs for getting posted to vacancies, if any, in LD islands, one of the hard tenure stations close to Kerala Circle.

In this regard, it is requested to consider the above suggestions positively and may initiate necessary steps to effect the rearrangements proposed which would help not only to ensure optimum utilization of available manpower but also help to reduce operational expenditure for carrying out smooth and effective Operation & Maintenance of BSNL telecom network in LD islands.

**With kind regards,
Sincerely Yours**



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

Copy to: GM(HR&A), O/o CGMT, Kerala Circle