



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/65 dated 28/11/2019

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

Sir,

Sub: Stay particulars of A&F service officers in Kerala Circle as on 31.10.2019 -reg

This has reference to the stay particulars of A&F executives of Kerala Circle published vide letter No: HR II/1-8/stay/2019/1 dated 25/11/2019. Several anomalies are noticed in the list and this association is constrained to state that even basic verification has not been made before the publication of the draft list. This is evident from that the various discrepancies pointed out in the stay particulars published vide letter No.HR-II/1-8/2017/53/ dated: 08/08/2018 have still existed despite the instantaneous submission of the representations by the executives in this regard and certain executives who have left our organization by resignation have also found their place in the list. Moreover, some omissions and duplications are noticed too in the list.

The following points may please be considered before finalizing the stay particulars:

1. It appears that list was prepared not based on substantive cadre wise hence efforts shall please be made to publish the list in substantive cadre wise separately for each cadre after considering the joining into substantive cadre instead of in looking after wise. Seniority in the Gradation list of substantive cadre also to be shown in the list. Please note that JAO is circle cadre while AO and above are all India cadre.
2. Certain discrepancies have crept in the list w.r.t. date of joining of directly recruited JAOs of the same batch even though most of them had joined as JAO on the same date.
3. Where executives have been transferred to other BAs after Intra circle request / tenure transfer, starting date of circle stay is wrongly shown as the date of joining after Intra circle transfer.
4. It is seen that stay in non-territorial circles is not considered in some cases. It is suggested to publish the list including the stay in non-territorial circles like STR, STP, etc.
5. For inter circle long stay transfer, for the officers of same period of stay age being one of the criteria, date of birth also may be included in the list.
6. It is felt that this list serves the only purpose of calculating the long stay of A&F executives of the circle as a whole. If the transfer of executives from one Business Area to another Business Area necessitates, either on request or on a long stay basis, substantive cadre wise long stay list with the date of joining in the present BA is required. Hence, it is requested to provide one more column showing the starting date of stay in a particular Business Area. This exercise will provide more clarity in the circle stay list and can avoid duplication of work. Further, it is brought to your kind attention that while long stay list is prepared for inter circle transfer, stay is to be counted

from executive category and for BA wise transfer, long stay starting from non-executive cadre also to be taken into account.

7. Those Executives having immunity from transfers as per prevailing guidelines like physically challenged persons may please be kept in mind while forwarding the list to corporate office.

It may kindly be noted that the executives who are supposed to pointing out the discrepancies in the draft stay particulars might be reluctant to represent their respective cases for rectification if they are on an advantageous position. Hence, it is requested to finalize the stay particulars after being duly verified with service book records available with BA and publish it Kerala intranet before sending it to the corporate office.

With kind regards,

Sincerely Yours



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

Copy to:

1. GM HR, Kerala Circle
2. GM Finance, Kerala Circle