



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

(Largest Association of Executives in BSNL)
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No.SNEA/Kerala/2021-22/30

dated 15-Mar-2022

To

The Chief General Manager,
BSNL Kerala Circle.

Sub:- Suggestions for the ongoing restructuring & transfer policy issued by Kerala Circle Reg.

Ref:

- i. Lr.No.SNEA/Kerala/2021-22/33 dated 17th Feb 2022
- ii. Meeting with GM HR on 22nd Feb 2022
- iii. No. KRLCO-11/20(4)/7/2020-HR AND ADMIN dated 04-03-2022
- iv. No. KRLCO-11/20(4)/7/2020-HR AND ADMIN dated 07-03-2022
- v. No KRLCO-11/20(2)/7/2020-HR & ADMIN dated 11-03-2022

Respected Sir,

Based on the discussions on 22nd Feb 2022, SNEA Kerala wishes to put forward our suggestions and views on the transfer policy of Kerala Circle for kind perusal and inclusive action.

Suggestions/views on Restructuring & Transfer Policy of Kerala Circle:

1. With reference to the posting orders vide Ref no. iii & iv, volunteers were called for filling up the post of DGM (T) at Malappuram B.A. In the other B.As, the executives were directly posted for the looking after DGM posts without calling for volunteers for filling up the above said posts. Consequently, senior executives who had decided to shift to the other BAs were denied their choice BA.
2. The present deficit/excess strength of executives in various BAs as per the restructuring proposal is mentioned in the ref. letter (v).We express our sincere concern and suggestions to your good-self for active consideration.
 - ❖ Certain BAs like Kollam were considered as deficit in executive strength just one year back but it has been listed as a surplus BA vide ref. letter (v).In BAs like Kozhikode ,long stay transfer orders were issued based on the excess executive strength but today Kozhikode BA has a shortage of 7 executives. Such contradictory transfer and postings are a disgrace to the management as it has been resorting to irrational transfer and postings based on criteria which keeps changing from year to year.
 - ❖ In the restructuring proposal circulated by the circle administration, the number of clusters in most of the BAs has been drastically reduced without any criteria. This is one of the main reasons for the huge difference in executive strength in these BAs in comparison to the previous year's calculations.

- ❖ It is apparent that the cluster maintenance system introduced on a pan India basis for the maintenance of the external plant is a total failure. The decision of the administration to reduce the number of clusters and increase the area of the clusters has aggravated the situation. There is no uniformity in deciding the cluster size which varies from 3000 to 6200 across BAs. The number of exchanges in the clusters also varies from 2 to 31. We are of the opinion that the size of clusters should be reduced and the number of clusters should be increased so that the clusters can be handed over to FTTH franchisees for the effective LL/BB maintenance. Further, the stringent tender clauses and eligibility criteria may be reduced to ensure the participation of all exclusive LCOs in the tender.
- ❖ It is learnt that the executive strength in outdoor is calculated only on the basis of the land line and broad band DELs in the 1:1.5 proportion. No executive has been assigned for FTTH maintenance/ provision in the field units. The post of BBC is justified against the outdoor norms of corporate office but it should be calculated separately considering the working/ target FTTH connections. Using land line justification against FTTH will be highly disastrous to the CFA vertical.
- ❖ The L&B section sanctioned to manage the Land and Building assets of BAs has not received due importance in the restructuring models even though it has a major role to play in managing the vital land resources of BSNL. In the present scenario, 2 to 3 executives are managing the activities of L& B section.
- ❖ Considering the dilapidated condition of the battery, AC and power plant etc of most exchanges, reduction in field level executives will definitely cause collateral damage to BSNL installations & services.
- ❖ We appreciate the decision taken by the circle administration to implement ONE-NOC in all BAs, even though it has not been mentioned in the restructuring proposal of Corporate office. However, instead of posting executives from the executive strength allotted to cluster maintenance, the executive requirement for ONE-NOC should be forecasted separately.

Hence while considering the above facts, it is evident that Kerala Circle is working with "**minimum essential strength**". Corporate office has considered Kerala circle as a deficit circle in terms of Executive staff strength but Kerala Circle administration is adamant in implementing the restructuring proposal by transferring executives irrationally. Setting the executive strength at a much lower line to rationalise BAs without considering the field realities is highly objectionable as it will affect the performance of high revenue Circles like Kerala. We raise our strong protest against the circle administration for tailoring the sanction of Corporate office and out rightly reject the proposals.

3. There are certain controversial & conflicting guidelines in the released policy, such as point k. under Inter BA transfers which states "Hence executives posted outside the BA in normal stations will have no explicit right to demand a return back to their original BA after completion of two years". This clause may be changed as it may discourage the executives from opting to work in other BAs and taking up different job roles.
4. It is necessary to bring more clarity on (clause c under Request transfers to District HQ/ BA HQ) how HR is going to differentiate between urban and rural area service and the reason for counting service rendered in Kerala Circle only. It is reiterated that for the purpose of calculating rural area stay the service rendered outside Kerala also may be considered. Further, the total stay particulars of an executive who has repatriated after completing tenure transfer should start afresh from the day he/she joins Kerala Circle.

5. It is also suggested to make only need based transfers to adjust shortages after taking into consideration the incoming transfer orders to Kerala circle from surplus circles, so that executives can be effectively distributed with minimal disturbances.
6. Rotational transfers across verticals should be strictly based on long stay in each vertical, without any exemptions & special considerations, so as to assure effective learning among the employees by getting opportunity to work across different sections/verticals.

Matters to be taken up with BSNL CO in view of the restructuring:

SNEA Kerala strongly disproves the anti-employee policies & anti-BSNL restructuring orders of Corporate Office. Kerala Circle is very keen in implementing the restructuring proposal by the Corporate Office without any deviations. In this regard we express the following points for urgent consideration, action & information:

1. We desire to know whether the Corporate Office has been informed of the deficit executive strength of Kerala Circle clearly in number and designation wise. Since there are ample numbers of AGM/DGM equivalent post vacancies left over as per the restructuring, kindly convey whether Circle management has conveyed the requirement of promoting qualified SDEs/AOs/CAOs/AGMs to meet the essential requirement?
2. We denounce the continuing of looking-after arrangement as part of restructuring policy. The looking-after and further reversion as per need of the management is highly demoralising for the executives and has to be stopped urgently. To fulfil the requirement of these posts, Circle management should propose regular promotions of the executives during the HR meetings with Corporate office.
3. We strongly condemn equating the work of JTOs/JAOs to SDEs/AOs without equivalency in pay scales. Hence as part of restructuring, the need of E2-E3 scale to JTO/SDE equivalent cadres needs to be urgently addressed to BSNL HQ.
4. It is found that while calling for filling certain posts, additional qualifications are demanded in the notifications issued by HR. SNEA unequivocally wish to convey that BSNL recruits executives on a common qualification as per the recruitment rules and every such executive has the right to work across all equivalent posts irrespective of any other additional qualifications. Such demands for additional qualifications for certain posts are to be stopped urgently. If the management desires that such additional qualifications are required for such posts, the executives to be trained with such skills through in-service training through the well established RTTCs.

Before going any further with the restructuring, we kindly request your good self to consider the above opinions & suggestions favourably and the same may be communicated to BSNL Corporate Office. After going through the recent orders/circulars regarding minimum essential, SNEA Kerala of the opinion that BSNL Kerala Circle administration is conspiring to reduce the available promotional avenues by using such draconian phrases. We strongly believe that the executives are the backbone of BSNL. Hence, we demand restructuring of BSNL by ensuring technology up-gradation and by implementing time bound promotions and pay-scales to the executives, in turn will ensure the overall growth and development of the organisation.

Thanking You,

Sincerely Yours



Jithesh K P

Circle Secretary, SNEA Kerala Circle