



BHARAT SANCHAR NIGAM LTD.

BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110001

No. BSNL/20-4/SR/2022

Date: 18th.07.2022

To

Shri M S Adasul,
GS SNEA

Subject: Partial modification in facility of immunity from transfer to recognised and support association.

It is informed that the facility of '**immunity from transfer**' is provided vide Clause 10(5) and 10(A) (4) of BSNL REA Rules No BSNL/31-2/SR/2009 to office bearers of recognised and support association. Further, consolidated instructions/clarifications on the matter were issued vide this office vide letter no BSNLCO-SR/14(13)/13/2020 dated 11.09.2020 and 24-12-2020.

Many circles have reported that, in the post VRS scenario, the percentage of executives having immunity from transfers has become disproportionately high as the strength of executives has declined significantly, making it very difficult to deploy human resources for operational purposes.

As per REA rules 2014, the organizational structure of the associations in BSNL shall operate at **three tiers – CHQ, circle and district/SSA**. Vide Restg. Letter 4-02/2014 – Restg Vol. V (Pt.) dated 27.08.2020, the SSA concept has been replaced by Business Area (BA) and Operational Area (OA) whereby, Business Area is now the primary unit where HR, Finance, Planning and Procurement related processes are being handled.

Therefore, the following partial modifications to the facility of 'immunity from transfer' are proposed, w.e.f. the date of issue of the modified instructions.

- a) The concession of immunity from transfer from the **CHQ/Circle** (1st and 2nd tier) of recognized and support association shall be applicable to the General Secretary, Assistant General Secretary and Financial Secretary (or Treasurer) up to the recognition period of the concerned Association, irrespective of the post held or the cadre to which he/ she belongs.

- c) The concession of immunity from transfer from the erstwhile SSA of recognized and support association shall now be extended at **BA level (3rd tier)** only. Applicability shall be in accordance to the table below and up to the recognition period of the concerned Association, irrespective of the post held or the cadre to which the office-bearer belongs.

	Number of exclusive* members of recognized/support association in BA which shall include members in area offices brought under the BA.	Proposed beneficiaries
1	0-20	Nil
2	21-50	1 (DS only)
3	51-150	2 (DS and FS only)
4	151 +	3 (DS, ADS, FS)

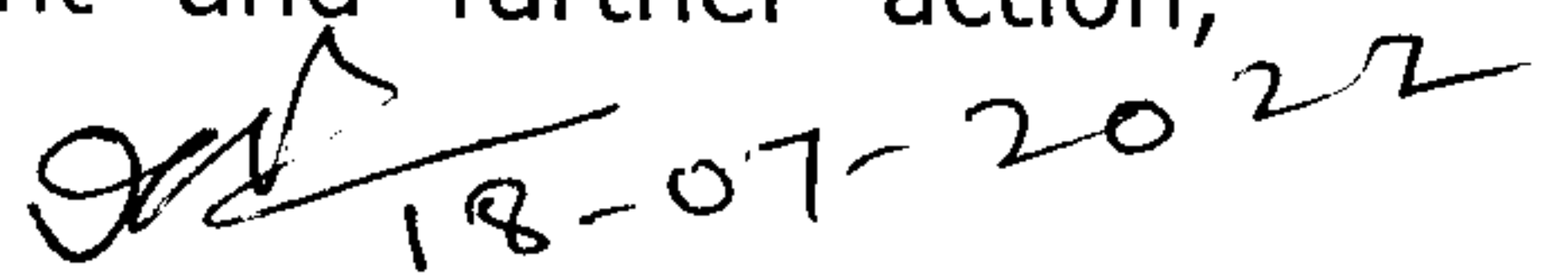
Note* - no dual membership is permissible as per rules.

- c. The facility enjoyed once at any level, viz. CHQ, Circle, BA will not be available for the second time at the same level either in the same association or in any other association, in case the incumbent so joins another association.

- d. The office bearer claiming immunity should have been a paid member of that association for at least one year and should have occupied that post for at least for period of six months. The same shall be determined in accordance to the letter issued by the circle/BA circulating the names of the office-bearers and as per details entered in ERP portal (currently under development), wherein data of office bearers may be entered with the approval of BA head within 15 days of election/occupancy of post. Regarding entry of data beyond 15 days, the case will be sent to SR cell, BSNL CO for approval by competent authority.

- e. Membership as determined from ERP records will be final and binding for all. Determination of 'office-bearer' details from ERP records shall be w.e.f, the date the portal is notified as being operational.

You are kindly requested to go through the above modifications and offer your views for the perusal of the management and further action, thereof, latest by July 29, 2022.


 (Krishna Murari Ruhela)
 Asstt.General Manager (SR)