

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

Central Headquarters

New Delhi

No.:UF/CHQ/Dir (HR)/2011-12

Dated:10.10.2011

To
Shri A. K. Garg
Director (HR), BSNL
New Delhi-110001

Sub.: Review of Guidelines on transfer Policy- Our suggestions regarding

Ref:- Proposals of BSNL Management on Review of

- (i) Guidelines on Other Tenure Areas (in Circles other than J&K, NE states and A&N Islands)
- (ii) Guidelines on Tenure posts of one year duration
- (iii) Guidelines on request transfer at own cost and transfers at Company's cost

Respected Sir,

We would like to bring to your kind notice that BSNL's Employees Transfer Policy was issued first vide letter no. 6-1/2007-Restg., dt. 07.05.2008 unilaterally which was strongly protested by the Executives Associations and it was kept in abeyance. After detail discussions with the Executives Associations under the banner of United Forum of BSNL Executives' Associations, the same was modified on dated 13.08.2008.

Now on the pretext of huge cost of frequent transfers as well as to provide stability of services of BSNL, review of the conditions of request transfers are being proposed to modify.

In this connection, in accordance with our discussions with your goodself, we put forth the following suggestions for your kind consideration please :

- (a) On completion of tenure, the official should be relieved without further delay. In order to ensure reliving immediately after completion of tenure it may be made mandatory that the "Executive from the tenure station will be the first mover".
- (b) On promotion, junior most Executives are posted to tenure Circles and other stations irrespective of the fact that he/she completed the tenure. It is suggested that an Executive completed his tenure in a tenure station may be given a cooling period of 5 years in the same Circle. On promotion and posting, he may be exempted from posting outside the Circle for 5 years and outside the SSA for 3 year (in the case of inter SSA posting). He may be exempted from further posting to tenure circles. After 5/3 years, he may be posted to a non tenure Circle/station as the case may be.
- (c) In the case of Executives recruited for tenure circles, their stay in the tenure Circle in the All India cadre stay as SDE may be counted as tenure period.
- (d) To transfer all categories of staff the transfer policy implementation should be uniform to all categories of BSNL Executives including BSNL Corporate Office as well as non-absorbed officers in BSNL.
- (e) The bulk / Mass transfers may be avoided at all levels i.e. SSA/Circle/All India to overcome the huge cost of frequent transfers.

- (f) As per para 6(b) of transfer policy transfer orders are to be issued during the month of March/April considering 31st March as cut of date. However, this should not apply for long stay transfer as substitutes on one to one basis.
- (g) The present amendments should be applicable from the date of issuance of the order.

(A) Request transfer at own cost and transfers at Company's cost- review of guidelines:

PROPOSED ACTION PLAN

- No request transfers to be entertained till three years in a station. (Not applicable for tenure stations which will continue to be governed by existing guidelines)
- Request transfer after three years and before completion of four years in a station to be at own cost of the employee concerned.
- Request transfer after completion of four years in a station to be at Company's cost.

In order to incentivize good performance, high performers at any post/place may be considered for extension beyond prescribed 4-year tenure, if requested by the executive.

Note:- The above proposals shall not affect the Company's right to transfer any employee, at any time, in the interest of service.

Suggestions:

- In the case of posting on promotion or transfer to meet the shortages etc, the request transfers back to the home station/ circle to be entertained after two years in a station. However, till company become profitable, such transfers will be at company's cost only after 3 years in a station.

(B) Review of Tenure posts of one year duration

PROPOSED ACTION PLAN

In view of the premises explained in preceding paras and the inputs available in this regard, it will be appropriate to enhance the tenure of one year attached to the specified areas in J&K and NE-II to One and half years (eighteen months) except Leh SSA and the areas of Srinagar outside the city of Srinagar. The proposed design will be as follows:-

S. No.	TENURE	CIRCLE	AREAS
1.	One year Tenure	J&K	1.Leh SSA, 2.Areas of Srinagar SSA outside Srinagar city
2.	One and half year tenure (eighteen months)	J&K NE-II	Srinagar city area Nagaland and Manipur States

Suggestion:

- a. It is suggested that other areas like Rajouri, Doda, ----- etc in J&K Circle also may be treated as 1 year or 1 ½ year tenure place.

(C) Review of guidelines on Other Tenure Areas (in Circles other than J&K, NE states and A&N Islands)

PROPOSED ACTION PLAN

In view of the premises explained in preceding paras and the inputs available in this regard, it will be appropriate to

- designate the 'Other Tenure Areas' more specifically as 'Soft Tenure Areas'
- enhance the tenure of the 'Soft Tenure Areas' from the existing two years to three years.
- Allow an extension of three years in Circle Tenure of an executive who completes a soft tenure in the Circle.
- Introduce a 'Capping Plan' for longest possible stay in a Circle have 'Soft Tenure Areas' as formulated below:-

S. No.	Executive Level	Post tenure	Station / SSA tenure	Circle tenure	Capping plan in Circle#
--------	-----------------	-------------	----------------------	---------------	-------------------------

1.	SAG or equivalent	4	6	6	12yrs
2.	JAG or equivalent	4	8	8	14yrs
3.	STS or equivalent	4	10	15	21yrs
4.	TES Gr.B/JTS or equivalent	4	10	18	24yrs

#- For those who are posted to soft tenure near the end of their circle tenure, this shall be the maximum stay in the circle.

v) The Capping Plan may be suitably made applicable to non-territorial circles having tenure areas.

Suggestion:

- The term "soft tenure" should be limited to the declared tenure stations within the Circle (excluding Lakshadweep Islands & Sikkim which are to be treated as 2 year tenure). In other words, the tenure stations in a particular Circle will be a soft tenure station for the executives of that particular Circle and will be eligible to avail tenure station benefits.
- These stations will be continued to be treated as tenure stations for the Executives posted from other Circles.
- In the case of posting on promotion or transfer to meet the shortage etc to a soft tenure station, the request transfers to be entertained after two years in a station. However, till company become profitable, such transfers will be at company's cost only after 3 years in a station.
- The capping plan will affect the executives who are voluntarily going to a soft tenure station within the Circle. The Executive worked at a soft tenure station may be exempted from further posting to any other tenure stations in the Circle or inter-Circle transfers.
- In the case of non recruiting units like project circles, QA and Inspection Circle which are sensitive in nature, the Executives should be repatriated to the respective recruiting Circles or to some other non sensitive units after a specified period.

Suggestions for better financial fine tuning:-

- To issue a moratorium on all foreign tours till BSNL starts to make profit.
- To withdraw company conveyance to all category and grant a fixed monthly allowance. Misuse of official vehicle for personal purposes is a usual practice among top executives in management.
- To fix responsibility wherever the projects and plans such as Wi Max, G Pone, FTH etc.. fail to fetch the revenue project.
- To fix responsibility for the losses arising out of mismanagement / wrong implementation of the activities such as BCG, ERP, CDR etc...
- To create a feeling of serious action on accountability among both who takes decisions but severely fails to review the performance and also those who do not take the decisions but simply throws the case.

It is submitted for your kind consideration please.

With kind regards,

Yours Sincerely

(G.L. Jogi)

General Secretary, SNEA(I)

(PRAHLAD RAI)

General Secretary, AIBSNLEA

Copy to:

- Sh. A.K. Jain, Sr. GM(Pers.) BSNL, CO, New Delhi-110001