



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

## CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications  
to the General Secretary

To,

✓ Director (HR),  
Bharat Sanchar Nigam Limited,  
Janpath, New Delhi.

**Letter No. SNEACHQ/Corr/Dir HR /2022-23/5**

**Dated 06/06/2022.**

**Sub: Issues related to Mass Transfers of SDEs in Civil/ Elect wings and request to review the transfer orders in the larger interest of BSNL and executives in Civil/Electrical wing.**

**Respected Sir,**

We would like to draw your kind attention towards mass transfers of already deprived executives of Civil and Electrical wing in BSNL. After the VRS, though significant imbalance and huge vacuum was created in the field units all those could be addressed by rotating the left-out Executives as per requirements and giving additional/looking after charges. In both wings final adjustments were made by postings of SDEs who got promoted from JTOs recently as well as transferring executives based on long stays, on need basis, though it was not in line with the general practice adopted in similar cases of the main stream Telecom wing.

Sir, the clause 11 (d) Section B of the well-defined Transfer Policy of BSNL states that the number of officers transferred out of Circle at any time would not generally exceed 10% of the sanctioned strength in the Circle for officers up to STS level and it may be please seeing that same is not followed in Civil Electrical transfers. We are astonishing to see that more than 30 % SDEs in Electrical wing and more than 25 % SDEs in Civil wings are transferred in last six months. The details are as follows.

**A. Transfers in Electrical wing:**

Date of Order	No of SDEs U/T	Basis of Transfer
13.10.2021	5	Transfer to meet Shortage
20.12.2021	27	On SDE Promotion
25.04.2022	4	Transfer
13.05.2022	41	Rotational Transfers
<b>Total Transferred</b>	<b>77</b>	
<b>Total Strength</b>	<b>254</b>	<b>30.31 %</b>

**B. Transfers in Civil Wing:**

Date of Order	No of SDEs U/T	Basis of Transfer
31.12.2021	16	Out of 28 Promotion cases
04.01.2022	8	Transfer to meet shortage
27.04.2022	12	Transfer to meet shortage
23.05.2022	50	Rotational Transfers
<b>Total Transferred</b>	<b>86</b>	
<b>Total Strength</b>	<b>351</b>	<b>24.50 %</b>

If it is counted with break of Financial Year also the number of Transfers is more than 10% and this is against principle of Transfer policy guidelines.



It is pertinent to note that these SDEs are the key persons involved in last line maintenance, energy conservation measures, renting out, mutation and land monetization at this crucial phase of the company where each and every resource is to be utilized wisely and carefully. Shifting all of them again and again will impact the balance and affect monetization and the services.

In civil wing, the OTP windows for top in long stay were allowed only the hard station circles only and others were allowed only deficit circles, denying natural justice. Now those have got confused with the instructions and not opted anywhere are allotted surplus/just sufficient circles which is far away.

Further, transfers to some extent would have been acceptable to the SDEs in Civil/Electrical wing if transfers issued on promotions, but here they are transferred without giving promotions and this is reason for mass unrest. It is important that some SDEs have refused promotions on compelling grounds as they cannot be shift themselves due to compelling family conditions and it makes clear that how it is difficult for them to accept transfers without promotions.

We have discussed these issues with CGM EW and CGM BW and both have agreed to the concern expressed by SNEA, but have directed us to take up matter at Your level as they are following instructions of Pers section for issuing transfer orders of all executives with continuous stay of 26 years and above. In Transfer policy, the criteria of 26 years are not clearly mentioned, but criteria of restrictions of total transfers to 10% of sanctioned strength is clearly mentioned and hence needs to be followed by BSNL.

Sir, we put on records that executives in Civil and Electrical wing al already deprived of promotions as compared to Telecom and Account wing and always have feeling that their grievances are deliberately neglected. Further many of executives in Civil and Electrical wing have undergone repeated transfers with span of three years as they are working on sensitive posts. These transfers may be within the Circle as they were JTO which is circle cadre and no one was allowed to work on any of post for more than three to four years.

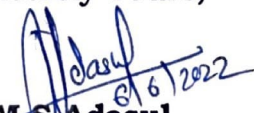
Just for making change in Circle, their transfers are issued and this will definitely have totally negative impact of working of Civil and Electrical wing all Over India. Due to mass transfers, the executives in Civil and Electrical wing, have feeling that they are being deliberately harassed. It is a fact that some of SDEs Civil/Elect has asked for change of Circle and expressed willingness to join at such suitable place under compulsions created by the management. We have no issue if anyone is willing to join at suitable place, but executives should not be harassed by mass transfers and it is our concern and hopefully your good office will take note of it and review the transfers well within transfer policy.

**Sir, in above circumstances, it is need of time that BSNL management has to respect its own transfer policy and guidelines issued time to time and keep the transfers minimum and cancel the transfer orders of Civil and Electrical wing issues in masses and keep it minimum so that these executives can focus on office works as well as take care of family members.**

**We are hopeful for corrective action for cancellation of mass transfers issued in Civil and electrical wing and giving justice to these executives.**

With Warm Regards,

Sincerely Yours,

  
**M S Adasul**  
**General Secretary**  
**SNEA CHQ**

**Copy to:**

1. CMD BSNL for kind information please.
2. PGM Pers BSNL CO for kind information and with request for suitable corrective action accordingly.
3. CGM EW/CGM BW BSNL CO for kind information and n/a please.