



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

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

Letter No. SNEACHQ/Corr/Dir HR /2022-23/4

Dated 07th June 2022.

Sub: Request for exclusion of the names of the executives working at All India Hard Tenure stations from the Rotational Inter Circle Transfer by respecting Transfer policy guidelines.

- Ref:**
1. Letter No. BSNLCO-PETS/11(11)/1/2020-PERS1 dated 02/05/2022
 2. Letter No. BSNLCO-PRII/19(13)/2/2021-PERS-II/1 dated 02/05/2022
 3. Letter No. BSNLCO-PRII/19(13)/2/2021-PERS-II/ dated 02/05/2022
 4. Letter No. 412-10/2009-Pers.I dated 09/05/2012
 5. Letter No. 412-10/2009-Pers.I dated 26/08/2014
 6. Letter No. 400-36/2011-Pers.I (Pt) dated 09/12/2015.
 7. OM No. 2-13/2010-PACE-Tfr. Policy/4016 to 4130 dated 31/12/2013

Respected Sir,

With respect to above subject and transfer orders of Executives working at Hard tenure stations to Non-Tenure/Tenure Circles, we would like to draw kind attention towards the hardship faced by these executives who have already served in most difficult stations of our country. It was difficult to digest these Rotational Transfers issued by your good office even from Non-Tenure Stations and we cannot think of Rotational transfers from All India Hard tenure stations to non-Tenure stations. We are of the strong belief that any rotational transfer at any level is not going to benefit BSNL in any manner. The stand taken by management that these transfers will help in improving work culture in BSNL looks good on paper, but practically time will tell whether this decision is right or wrong and as this was accepted by majority of executives, we do not have to say much about it.

But unfortunately, BSNL management has applied this stand of change in work culture for the All India hard tenure stations against the guidelines on the subject issued by DoPT when these States/Circles are covered and protected by special orders from BSNL as well as from Government of India. Specifically, for J&K Circle, Government of India is making all out efforts in creating peace in J&K Valley, but still there are issues and families of Government Organisations are targeted.

Sir, we will like to draw attention towards untoward incidents which happened in J&K Circle where about 14 Government employees were killed by Militants and the conditions in J&K Circle are still tense and hence all Government Officials and their family members are under full tension and fear.

At the same time, it was required from BSNL to take a stand in support of its executives working in such most difficult stations, but contrary to the stand of Government of India, BSNL has issued transfer order of the executives from the All India Hard Tenure stations and they are posted to other places where the situation is

comparatively better, but these executives cannot shift by leaving their families alone and are also not able to shift the families.

Same is the case with other Tenure Circles, like Assam, NE-I, NE-II etc and the application of criteria of 26 years long stay to these already deprived executives is wrong. It is propagated by your office that the local executives in Tenure stations are not working and entire burden is given to executives who are coming from outside. We do not disagree to it and there may be few such executives but all cannot be of that type. Similar executives may be available all over India and it is required that the Administration should take corrective action against such culprits, but innocent executives cannot be harassed and troubled formischievous activities on the part of certain culprits. However, same has been started by BSNL and we put on record our protest at least on the Rotational Transfers issued by BSNL from All India hard tenure stations.

Sir, this approach of management to make executives from all India Hard tenure stations aware about change of work culture at the age of 51 to 55 years and if they understand the change of work culture at this stage of age it will not benefit the executives or BSNL in any way. These executives will be back to their home states by the age of 57 to 58 years and thereafter only 2 to 3 years of service will be left. You are aware that at the fag of superannuation retirement, if they are made to understand or undergo the change in work culture, it will be of no use to BSNL as being projected by BSNL Management.

It is well known that working conditions at these stations are most difficult and hence Government of India has given special status to these states including declaring these stations as All India Hard tenure stations and granting certain facilities to them. BSNL Management also has endorsed said views and declared these States/Circles as All India Hard tenure facilities.

May be certain executives are local and it is natural that they are facing such hardship and difficult conditions from childhood and hence not opted out of All India Hard tenure stations and it is not mistake on their part as BSNL Transfer policy has given them privilege to continue working there. We have seen in past that many of executives posted at these all India Hard Tenure stations were struggling to come out due to most difficult conditions and climate thereof but BSNL couldn't release them due to acute shortage of executives at these hard tenure stations. Now also BSNL is compelling executives from other Circles to join these Circles and granting all facilities of hard tenure stations. It is most surprising that the executives who are serving for two years are given all benefits and executives who have spent their life in such odd and difficult conditions are being punished by issuing their transfers out of Circle.

Sir, if BSNL Management does not respect the guidelines for Hard tenure stations issued by BSNL and creates compulsions on these executives to join at place of transfer, they may also shift themselves, but may not shift their families under prevailing compulsions. In such case, if something goes wrong with family members, as happened with some of the employees, management will have to take responsibility for it. If not, management do not have any right to play with the life of these employees and their family members.

If Management is going to shift the executives from tenure stations after compelling them for life time services at such difficult stations, they will definitely prefer to shift at most suitable places and in this case our request is that they should be given choice place of posting and they should not be compelled to join at the places as decided by the management.

The decision of the BSNL Management to transfer executives from all India Hard Tenure stations by neglecting the life time services rendered by these executives at All

India Hard tenure stations, has created and will continue to create difficulties and hardship with the executives presently working at these stations and will also have impact on working of BSNL in these locations.

The Clause 13 (4) of BSNL Transfer Policy allows persons posted at Tenure Stations to continue beyond the Tenure if they so volunteer. This clause is applicable to non-executives and may be applicable to Executives as nothing is mentioned about it in provisions of similar clause for executives.

Further, as per BSNL Transfer Policy Section A, Clause 6 (k) which states that in respect of matter which are not specifically covered in the rules of BSNL transfer policy the Central Government Rules in so far, they are not inconsistent with these rules shall be followed.

In this regard, we will put forth the OM No. 2-13/2010-PACE-Tfr. Policy/4016 to 4130 issued by the Ministry of Communications & IT, Department of Posts, PA Wing, Dak Bhawan, New Delhi dated 31/12/2013 which clearly lays down the guidelines for the posting and transfer of the officers of Group 'B'. **Copy Attached.**

The Clause 3 (xxv) of the said OM specifies that in case an officer posted at a hard tenure station is willing to continue at that particular station, notwithstanding completion of his/her normal tenure there, he/she may not be transferred from that station as a matter of routine, unless there is requests of other officers for posting to that station/office or a need to fill critical vacancies at unpopular station/office/deficient circles or a need for special expertise or mandated rotation of the officer to Postal/Telecom/Headquarters/field etc

Further, as per Clause 11(e) of the BSNL Transfer policy, normally one hard tenure would be required in the career span of all the Executives and nowhere it is mentioned that an executive at all India Hard tenure stations has to compulsorily serve in any Non-Tenure Circle. The aim of posting the Executives to such tenure stations is to facilitate penetration of telecom services in difficult and remote areas across the country.

The clause 11 (b), Section B of transfer policy states that minimum period of three years at Location shall be maintained as far as possible in order to avoid hardship to employees and there are many executives who have completed tenure within the All India Hard Circle are transferred at remote places have recently joined at choice place and till working at all India hard tenure stations and cannot be transferred to other stations.

Unfortunately, some Executives including our EX CS JETA J&K Circle became the worst victims and targets of the militancy apart from other sensitive central govt employees, which led to heavy migration. It is to reiterate that BSNL services being sensitive services, have always remained a target in these difficult and terror affected areas of Hard tenure Circles.

Sarcastically, the executives from the classified hard tenure circle are forcibly transferred to other circle, which has created havoc among the Executives, since in view of the transfers the career / security of the kids and the families of these executives is at stake.

It is also to bring to your kind notice that pumping more Executives from other circles and transferring the local working at hard tenure stations will further increase the life threat for outsiders \ an atmosphere of depression leaving the families alone in a scared atmosphere, besides it is expected to affect the business of BSNL.

Being working at all India hard tenure, these executives are having facility of opting choice station and they even can opt for SSA in same Circle and no where it is mentioned that the tenure completed executive cannot apply for choice station in

same Circle and they cannot be compelled to opt out of Tenure Circle by withdrawing facilities granted under All India hard tenure stations.

Further, several facilities such as double HRA, retention of BSNL residential accommodation and RSTC at previous station of posting are also offered to the Executives on transfer from other Circles to the Hard Tenure Areas. As these executives are working within this Hard tenure Circle, none of them are availing these facilities and saving good amount of BSNL.

With a view to minimize the avoidable expenditure related to transfers to the hard Tenure Areas it is requested to review the rotational transfer of Executives and cancel the transfer order of the Executives willing to continue at these unpopular/difficult tenure areas beyond their tenure in the larger interest of BSNL.


Further, BSNL has granted facilities to executives working at All India Hard tenure stations since long rather these facilities are inherent from DoT and continued without any hurdles and BSNL management cannot withdraw it without formulating required changes in policy. Further, BSNL management is withdrawing these facilities with retrospective effect which is against transfer policy clause and any change in any clause of transfer policy can be done with prospective date. If it is decided by the management, to have review any clause of transfer policy, we are ready for discussions on it, but please do not go ahead with such abrupt changes targeting the executives at All India hard tenure stations as being done now.

Sir, from the details above and all above clause of Transfer policy issued by your good office and all the relevant guidelines issued by Government of India, it is crystal clear that the executives posted at All India Hard tenure stations and who have completed their tenure at the Hard Tenure areas and who are willing to continue at these difficult/unpopular Tenure areas may be allowed to continue at these places and hence needs to be exempted from the rotational transfers and their transfer orders may be cancelled.

With Warm Regards,

Sincerely Yours,

Encl: AA


08/06/2022
M S Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information and with request to look into matter in tune with guidelines issued by Government of India and give justice to executive working at all India Hard tenure stations due to all of sudden withdrawal of all India hard tenure facilities.
2. PGM Pers BSNL CO for kind information and with request for suitable corrective action accordingly.