



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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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 /2022-23/3**

**Dated 6<sup>th</sup> June 2022.**

**Sub:** Request for review of the stay of executives working/worked at All India Soft tenure stations and cancellation of transfer orders issued on wrong stay counting.

- 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

**Respected Sir,**

With reference to above subject and letter, we will once again like to draw your kind attention towards the wrong counting of stay of executives who have completed All India Soft tenure at stations designated by your good office. Your office has issued guidelines for posting of executives to these designated All India Soft tenure stations and grant of certain facilities to executives working at these stations and who have completed All India Soft tenure stations at these designated stations vide letters under reference 4 to 6.

These guidelines are nicely followed in about all transfer orders till long stay transfer orders issued in May 2022 and many transfer orders have been cancelled. But same guidelines are not adhered rather deliberately neglected in avoidable Rotational Transfer Orders issued on 02/05/2022. We are sorry to say that though these guidelines are issued by your good office, it is unfortunate that your own office is not following it.

We have discussed these issues with your good self on 10/05/2022 and your good self was kind enough to assure us for corrective action as per transfer policy after consultation with Worthy CMD BSNL. But till today no action has been taken and none of representation from the executives who are working or worked at All India Soft tenure stations for correcting long stay by counting break in Circle stay or by reducing the length of service to extent of three years soft tenure station period is not given consideration.

Your good office has issued the guidelines for regulation of transfer to the soft tenure areas vide Letter No. 412-10/2009-Pers.I dated 09/05/2012 and clause No. II (c) states that the posting in Soft Tenure will entitle the Executives for the benefits of Break in Circle tenure. This policy has been further modified vide letter No. 412-10/2009-Pers I Dated 26/08/2014 vide clause (ii) it is clearly mentioned that the executive already serving in station /SSA which gets declared as Soft Tenure subsequently (during currency of his posting), shall be entitled for benefit of Break in Circle tenure.

Further, this policy has been again modified vide letter No. 400-36/2011-Pers.I(Pt) Dated 09/12/2015 and under clause A (2) (i) & (ii) it has been decided that executives posted from Other Circles will continue to get Break in Circle on completion of three years soft tenure which is also available under normal transfers and executives posted at Soft Tenure stations from same Circle only length of three years working at all India soft tenure posting period will be reduced from their overall stay in that Circle.

But it may be seen that while issuing transfer orders dated 02/05/2022, these guidelines are not given consideration and no weightage is given to service rendered by these executives at All India Soft tenure stations.

But with more harshness, the executives who are presently working at these soft tenure stations are also transferred and posted to other Circles. In this regard, the guidelines vide letter No. 400-36/2011-Pers.I(Pt) Dated 09/12/2015 vide note under Clause A, it is clearly mentioned that after serving in soft tenure area, the executives shall not so far as feasible be transferred from a station for period of two years. It may also be seen that as per the transfer policy under Section B, clause 11 (b), the minimum period of three years at a location shall be maintained as far as possible in order to avoid hardship to the employees. Further, Clause 13 (iv) of transfer policy, the persons posted at Tenure stations are allowed to continue beyond two years tenure period if they volunteer. Clause 11 (b) minimum stay of three years at place of posting shall be maintained to avoid hardship to executives

It makes it clear that the executives who have completed three years soft tenure are not to be transferred within two years and there is no question of transferring executives who are presently working at All India Soft tenure stations and specifically the executives who have opted and posted for three years period of all India Soft tenure.

Further, BSNL has not issued any modification in the Transfer Policy but all of sudden, these facilities are withdrawn from retrospective effect, which is against good HR Policy. We believe in your esteemed words that all executives are equal for management but we do not find equal treatment and justice to the executives who have believed on your orders for soft tenure stations and it is betrayal for them.

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 and these executives have contributed by working at most difficult stations like Baster, Gadchiroli etc where executives face threat to their lives. All of a sudden withdrawing these facilities retrospectively has created hardship and injustice for each and every executive who have rendered or rendering their services at these difficult and officially declared unpopular stations.

It is hereby requested to respect the concerned clauses of Transfer policy guidelines and to provide the benefit of break in Circle Tenure for the Executives serving in such soft Tenure stations of the Territorial and Nonterritorial Circles which would encourage the Executives to serve at such difficult/unpopular areas.

The BSNL Management has recognised these Rules for posting to Tenure Stations till recent past and the following are classic examples wherein the transfer order issued even for all India Hard tenure station are cancelled by adhering to guidelines of working at Soft Tenure stations.

- a. Hard Tenure posting of Shri Bharat Chandra Mohanty, SDE (HR 199800899) from Odisha Circle issued Vide Order No. BSNL CO-PETS/11(12) /1/2020-Pers.I Dated 29/09/2020 is cancelled on vide Order No. BSNL CO-

PRII/19(11)/55/2020-PERS-II Dated 01/01/2021 considering the break in Circle Tenure on account of serving in the Soft Tenure area of Balangir SSA in Odisha Telecom Circle

- b. Hard Tenure posting of Shri A.K. Bhatia, AGM (HR 198401794) from MP Circle to J&K issued vide Order No. 1-1/2012-Pers-II Dated 17/10/2012 was cancelled vide Order No. 412-09/2015-Pers. I Dated 17/12/2015 considering the break in Circle Tenure for serving in a soft tenure area of Jhabua SSA.

These are just classic examples and there are many such orders respecting Soft Tenure guidelines and BSNL management cannot change their stand all of sudden that to be from retrospective effect. Your good self surely will agree that if Transfer orders for all India Hard Tenure stations are cancelled by respecting soft tenure facilities, then no question of any transfer of executives from Soft Tenure stations to Non-Tenure Circles as being done now.

Sir, normally good HR policy of Government organisation is that which gives consideration to genuine issues even when there are no any policy guidelines and it is purview of the management to some extent, and naturally its responsibility of Highest Management of BSNL to adhering to guidelines issued by it. In this case, the available guidelines are twisted and executives are transferred on pick and choose basis and specially injustice is being done with executives who have followed the orders issued by your office and are working/ worked in All India Soft Tenure stations.

In view of above we request your good self to review the decision and adhere to the guidelines of the Soft Tenure Station Transfer policy and review the counting of Circle stay of executives by giving due consideration to his/her working at All India Soft Tenure stations by giving consideration to:

1. The representations from the executives who were posted or have completed All India Soft Tenure up to 09/12/2015, for giving break in Stay of the Circle and the stay particulars may be please corrected accordingly and their transfer orders may be cancelled.
2. The representations from executives who were posted at All India Soft Tenure stations after 09/12/2015, for reducing their stay in that particular Circle by excluding the period of All India Soft Tenure stations they have served and the stay particulars may be please corrected accordingly and their transfer orders may be cancelled.
3. The representation of executives working at all India Soft Tenure stations for allowing them to continue to work at All India Soft Tenure stations may be given consideration and they may be allowed to continue at these station still they volunteer to do so which is surely in the interest of BSNL or at least for period of three years and in future also these three years of service may be reduced from his length of Service in that particular Circle.
4. Further any changes in policy should not be with retrospective effect and it should be effective from the date these changes are issued and due care may be please taken in making such abrupt changes in well-defined HR policies.
5. We have already conveyed that we are ready for discussions on any changes required in Transfer Policy and hence if any changes are required in any HR policy, please arrange healthy discussions among association and Management should not be part of hate spreading as being seen in these mass rotational Transfers.

Sir, we have discussed these issues with PGM Pers BSNL CO on different rounds and he has also agreed to our views to some extent, but has clearly


mentioned that this is policy decision taken by your good self as HR Head of BSNL and he cannot make changes in it at his level and hence we solicit your kind intervention on this issue with humble request to give justice to affected executives who have served BSNL at most difficult stations and please do not compare their working with working at any other stations.

We put on records that if your good office do not adhere to these guidelines and compel these executives to join these transferred stations by ignoring their services at difficult stations, they will definitely join as they do not have option at this stage, but such breach of guidelines from highest level of BSNL management will definitely impact on moral of executives in BSNL and will surely damage trust prevailed in Executive and Management relations which will impact on the project as per support of Government of India as per keen and day night persuasion by worthy CMD BSNL.

We are confident that your good self will use authority of Director HR in following the office guidelines issued by your own office and give justice to the affected executives due to violation of these policy guidelines and we will not have to take precious time of Worthy CMD BSNL on such simple and clear Transfer Policy decision well within the purview and powers of Director HR, BSNL Board.

With Warm Regards,

Sincerely Yours,

  
06/10/2022  
**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.