



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

All Communications  
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,  
Director HR BSNL Board,  
3<sup>rd</sup> Floor, Bharat Sanchar Bhavan,  
Janpath, New Delhi 110001

**Letter No. SNEA CHQ/DIR HR/2022-2025**

**Dated 6<sup>th</sup> February 2023.**

**Sub: Request to give due consideration to the requests of CSS/CSSS cadre executives for their transfer from BSNL CO to Telecom Circle**

**Respected Sir,**

In continuation to the discussions held in Formal agenda meeting, the following is submitted for kind and sympathetic consideration and giving justice to the affected group of executives of CSS & CSSS Cadre working at BSNL CO.

The CSS/CSSS staff who were earlier working in various Telecom Circles of BSNL were transferred to BSNL Corporate Office, New Delhi vide Order No. BSNLCO-PERS/12(24)/1/2021-CSS dated 02/07/2021. **Annex-A**

There are 16 executives who are transferred from various Telecom circles vide said order dated 02/07/2021 and most of them were working as either Steno/Assistant Manager/PA/PS/Dy. Manager etc. in their respective circles and who have requested for retention in the concerned circles. Out of these transferred officers, two have opted for VR as they were not in position to follow the repatriation/transfer order to BSNL Corp Office.

In similar lines the request of all other executives can be given consideration by posting of CSS/CSSS executives in Telecom Circles in a broader perspective on account of the following facts:

The CSS/CSSS cadre is a dying cadre and very few executives are left and, in a few years, the cadre will be left with not more than handful of them. BSNL has to make substitute arrangements for same or recruit executives against ongoing retirements and vacancies due to promotions.

HR issues and HR functions are carried out in every circle and request of CSS executives for their posting in Telecom circles can be considered from that perspective that both the circles and the executives stand to gain from their posting.

The services of CSS/CSSS cadres can be utilized in any Circle and not only in BSNL Corp Office as being wrongly projected and these executives are troubled

As on date, HR functions in BSNL Corporate Office is manned by Telecom executives and there is waiting list of Telecom stream Executives for posting to Circle Office.

There are many executives of AGM/SDE grade of other streams viz. Finance, Civil Electrical streams etc. who have given option for their posting in

BSNL Corp Office in the Online Transfer Portal. These executives could be considered for posting on their request while also filling up the vacant CSS posts.

It may be please seen that these executives were forcefully transferred and relieved through ERP for joining at BSNL CO on name of specific administrative works are posted at such places, wherein the officers of Telecom, Account, Civil, Electrical, Arch are willing to work and can be posted as substitute to these CSS cadre executives.

In case of Steno/PA/PS, the entire requirement of Steno/PA/PS with existing Stenos and PAs cannot be fulfilled as number PGMs/GMs are more than the PA/PS and many GMs/PGMs are without PAs/Stenos. Further, only one PS and two Stenos are in need of transfers to parent Circle and others want to continue in Delhi. As such, there will not be issue in relieving these three Stenos/PAs by local rearrangements or using Gr C employees as substitutes.

Further, over the period, there are much changes in working of PA/Stenos and the routine work of short hand writing, file movements are as good as abolished due to digital working and presently connecting calls and some other office related activities are with Steno/PAs.

These activities can be better handled by Gr C employees in BSNL Corporate Office/NTR Delhi who do not have much work or few can be spared from existing works so that all DGMs/GMs/PGMs at BSNL CO will get at least one staff for office works.

If required these employees can be trained for this special works either by arranging special training for them at ALTTC/RTCC or the CSS/CCS cadre executives who are in need of transfers will train them for the required office working and this issue can be resolved with better utilization of manpower as well as these executives will get relief from their ongoing harassment being away from Family.

It is wrongly projected that CSS/CSS Cadre executives cannot be posted out of BSNL Corp Office where as there is no such restriction. But it may be please seen that as per the absorption terms and conditions, mentioned in agreement DoT with the associations at that time, it has been clearly mentioned that CSS/CSSS executives will continue to work at Corporate Office till they volunteer for posting out of Delhi HQ. **Annex-B**

But same has been wrongly projected as they cannot be transferred out of Delhi and these executives who were settled at their home towns/choice places are transferred to Delhi.

AS on today, everybody is staying in Delhi alone away from family and always worried about their children and parent at distance of thousands of Kilometers from Delhi. None of them are able to take family responsibility as children of old aged parents and their children who needs support at this crucial age for their career progression.

Specifically, the condition of female executives is worst as female are handling all family responsibilities and being away from children for last two years, they are facing much agony and hardship due to higher emotional attachment with family.

Further, everybody is compelled to maintain dual family establishment and these poor executives cannot afford these because everybody in BSNL is working at pay scales of 2007 and Dearness has reached to its highest position.

In these conditions, the officer with higher salaries is facing issues in maintaining single family establishment, how these stenos/PAs can manage their dual family establishments, is very important HR aspects/

All, these issues need to be given consideration on basis of Humanitarian grounds and interpreting rules in favor of employees and not for harassing employees as being done for last two years.

Out of total 54 CSS cadre executives only Eight have requested for transfers and their substitutes are also ready to join at BSNL CO that to be at own cost. **Annex-C**

Out of total 26 CSSS cadre executives only three have requested for transfers and their substitutes can be arranged from Gr C Employees as stenos are also Gr C employees. **Annex-D**

Meanwhile, three executives out of CSS/CSSS cadres are transferred back to requested Circles and it is being reported that there cases are given consideration due to political influence.

We make it clear that we are not demanding for calling back these three executives, but our request is to give the relief to other executives in same lines as given to these executives and give equal justice to all without approaching to political leaders.


Under the circumstances, the stand of CSS Branch in calling back of the CSS executives from Telecom Circles and putting them in hardship, while giving consideration only when request is received through political influence is against the principles of natural justice. By such approach, we are giving wrong signals to these executives to approach political leaders then only your request will be given consideration which is against BSNL CDA Rules.

In view of the above, we humbly request your honour to give consideration to the request of few CSS/CSSS executives for their posting to the Circles where they were posted on absorption as per their willingness and give them relief from ongoing hardship they are facing. The humble act on humanitarian grounds will give relief to these ten Executives and their family members who are sufferers for last two years.

Waiting for justice and early action by giving relief and justice to these affected 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 n/a please.
3. PGM SR BSNL CO for kind information please.