

Issued regarding Rotational Transfers

- SNEA has kept faith and withdrawn agitation and appeal management to respect the faith and keep the words of resolution of issues with discussions.
- We Oppose Rotational Transfer at all level s as it is not going to benefit BSNL at any cost.
- The criteria of 26 years and qualified service from entry in executive cadre is not calculated correctly.
- Avoidable expenditure and avoidable transfers
- This will be start chain of transfers and will continue for years together at least till fresh recruitment
- Except few all have undergone multiple transfers within Circles and Circle criteria is not required.
- These transfers many me few in eyes of management but it is going to operate chain of transfers in circles and SSA
- CMD BSNL is very keen on revival of BSNL and such mass transfers will have adverse impact on implementation of special projects offered by GOI.
- All these executives have to work at field units and language issue will be faced by more than 70% executives under these rotational transfers
- Option not called form all and orders are issued on partial options
- Options are not given consideration and others are compelled to transferred at odd places.
- Hard Tenure Transfer Policy guidelines are directly neglected and not at all respected.
- All India Soft tenure Policy guidelines are directly neglected and not at all respected.
- Criteria of 10 % Transfers from Circle is not followed.
- Company cost transfers are preferred as per guidelines by BSNL CO, but here company cost transfers are preferred over own cost transfers.
- Policy has been modified for CNTX Circles due to shortage but again Executives from CNTX are transferred in mass.
- Many OTP requests for transfers having shortage are pending but not given consideration.

Contradiction with Transfer Positioning Guidelines:

1. Clause 6 (h) of transfer policy, the persons with disability are exempted from Transfers,
2. Clause 6 (i) of transfer policy, the parents of Care giver of disabled child are also exempted from transfers,
3. Clause 11 (b) minimum stay of three years at place of posting shall be maintained to avoid hardship to executives
4. Clause 11 (d) stay of executive for inter Circle Tenure Based Transfers is to be counted to be restricted from date of Regular promotion as SDE or other equivalent levels above.
5. clause 11(e) of Transfer policy, the Break in Tenure is to be counted only if the executive has completed two /three years Tenure at the Tenure stations.
6. clause 11 (k) of transfer policy, the transfer of executives up to SAG Grade with age 56 years as on the 31st March of the financial year are avoided.
7. clause 13 (iv) of transfer policy, Circle heads are empowered to evolve the policy for rotation of executives and except few about each and every executive has undergone such transfer and hence none of them is at same place of posting till today.
8. clause 13 (iv) of transfer policy, the persons posted at Tenure stations are allowed to continue beyond two years tenure period if they volunteer and here the executives from All India Hard/Soft Tenure stations have already opted for continuation at these stations,
9. clause 10 (3) of Transfer policy, for inter Circle transfers, Director HR is the competent authority for deciding on transfers of JAG/STS and equivalent level Officers and hence decision to review transfers can be taken at level of Director HR.
10. Educational Basis retention Requests not given consideration
11. Retention on grounds of Working in Vigilance.
