



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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To

**Shri Gopal Das,
CMD BSNL,
New Delhi 110 001**

Sub:- Mass Inter-SSA transfer of Executives in the cadre of JTOs/ SDEs in Kerala Circle- reg

Respected sir,

We would like to bring to your kind notice that lists of hundreds of long standing JTOs/ SDEs pertaining to various SSAs in Kerala Circle were published with a view to implement inter-SSA transfers in the cadre of executives as per BSNL employees transfer policy. In this regard, we would like to reiterate the following facts for your information:-

(1) As per BSNL Executives transfer policy, the Executives may be transferred on need basis to fill up the vacant posts and to consider the requests of Executives working on tenure stations but the transfers should not be made for the sake of transfers only. But Kerala Telecom Circle is contemplating mass transfers of Executives from one station to other station on the pretext of longest stay ignoring the service requirement and huge financial burden. This Association is not against the need basis transfers in the interest of service but strongly oppose the mass transfers being issued just for the sake of transfers.

(2) It is noticed that, the service done in other SSAs for periods less than two years (during the DOT era, before formation of BSNL) is not counted as a break for calculating length of stay in the lists now published. As a result of this, those who have already gone out of the SSA on transfer will be again and again transferred and those who never worked outside will remain in the same station without shift.

(3) In Kerala, officiating promotions from JTO to SDE and SDE to DE were being ordered in the past, at regular intervals, for filling up vacant posts in all SSAs. This was often implemented along with a transfer to out side SSA. In the absence of regular promotion, this officiating arrangement continued as a regular affair and at the time of issuing fresh officiating orders every year, repatriation of those who already worked for one year or more were allowed and sent back to their parent SSA. Thus several officers came back to their original SSA after serving a period less than 2 years in other SSAs including tenure stations, though they were willing to continue for some more period. Now the period of service in other SSAs with length of less than two years is not considered as a break in the calculation of long stay in the parent SSA. Thus a good number of seniors who worked outside SSA in the interest of service, are again forced to go out, while juniors who never went outside, are not included in the transfer list. To avoid this anomaly, we request that, **a one-time relaxation as a special case, may be granted to all executives who worked for one year or more in other SSAs, and such officers may be exempted from the long-stay list, considering the special situation prevailed in Kerala Circle.**

(4) BSNL transfer policy does not insist to implement the same as a routine process. Transfer for the sake of transfer only, will not do any thing good at this juncture. **It is expected that, orders of regular promotion of 3000 JTOs to SDE will be released by the Corporate Office soon. Out of this, more than 200 will be the**

share of Kerala Circle. If there exists acute shortage of SDEs in any SSA, that can be met by allowing local officiating promotions also, till the regular promotions are ordered by Corporate Office, which was the precedence in Kerala Circle. Now BSNL, Kerala, has filed a petition before the High Court of Kerala to quash an order of CAT Ernakulam that allowed officiating promotion for Rule-38 transferees also irrespective of circle seniority. **An order of clarification can be sought immediately from the Hon'ble High Court of Kerala in this regard and officiating promotions can be allowed soon. In view of this, the unnecessary transfer orders proposed by the circle can be avoided and pending requests for transfers can be allowed liberally.**

(5) Each transfer ordered in the interest of service will cost a hefty expenditure for the company and the proposed bulk transfer will create a liability of several lakhs which can be avoided at this juncture of financial crisis.

If the release of regular promotion orders by the Corporate Office takes place immediately after the implementation of inter SSA transfer of seniors to distant stations in the circle, it will create an unwarranted situation affecting the morale of discontented seniors who were forced to move out while juniors are allowed to remain in the same station even after getting promoted to higher grade.

We would therefore request you to kindly intervene in the matter so that CGMT Kerala Telecom Circle defer the processing of proposed lists for inter-SSA transfer. Sharing of shortage in needy SSAs may please be met from the list of newly promoted on regular/ officiating basis.

With kind regards.

Yours sincerely
-sd-
(Prahlad Rai)
General Secretary

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