



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

**Central Headquarters New Delhi**

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**AIBSNLEA/CHQ/DIR (HR)/2023/**

**dated 13.02.2023**

**To**

**Sh Arvind Vadnerkar ,  
Director (HR) , BSNL Borad,  
BSNL CO, New Delhi-110001**

**Subject: - Heart weeping anomaly of extending service life time protection against transfer even to out of BA to some of the executives in BSNL without having any genuine ground when all other officers including Lady officers are undergoing transfer for inter circle also in addition to their multiple intra Circle transfers by honouring the Transfer policy in BSNL reg.**

**Respected Sir,**

It is heavily constrained to bring to your kind notice that some mystifying protection from transfer even from out of BA is being extended to some executives selectively in many circles while all others including lady officers having many family / health constrains are undergoing inter circle transfers on orders of transfer from concerned authorities in BSNL . This kind of protection from transfer extended to some executives who are disobeying , challenging , managing the cancellation of their transfer orders and continuing in the same BA wherein they had been posted in JTO cadre before more than 32 years is extremely painful, demoting, disbelief in the HR System of BSNL etc to all those executives who have regarded the transfer orders in great respect to BSNL Management and joined to their newly transferred circles in the interest of BSNL service.

That's Sir, when we google "**why transfer is necessary**", we would get the reply as "**Transfers are generally affected to build up a more satisfactory work team and to achieve the following purposes; To increase the effectiveness of the organization. To increase versatility and competence of key positions. To deal with fluctuations in work requirements.**" If so why some officers are selectively permitted to continuously work for more than 32 years in one BA without having any genuine reason and thereby to develop an unsatisfactory team work in the team the officer belongs and to reduce the effectiveness of the Organization viz BSNL ?

**Sir , this association is in receipt of many resentment letters in this regard from many circle secretaries. One of the complaint letters received from CS, West Bengal of this association narrating that "One DGM (L/A), Kharagpur OA in WB Circle ,who is continuously working for more than 32 years in the BA has been regularly harassing, threatening for transfer and misbehaving with his subordinates regularly. He is doing unpleasant activities by sitting on the**

chair using the power of chair. The belligerent style of this officer gathered out of the mysterious immunity from transfer already brewed up heavy insult and further draining working morale of all other officers those who have honoured and subjected to all the long stay transfer orders though many of them had various personal, medical and family issues against long stay BA /Circle shifting orders . .....

The career History of the officer is as under:

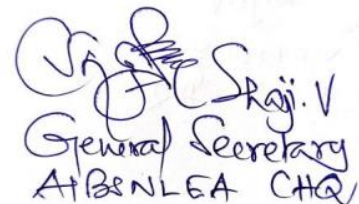
Designation	Posting Location	SSA/OA/BA	From Date	To Date
JTO	Jhargram	Kharagpur SSA	28/01/1991	13/01/2002
SDE	Jhargram	Kharagpur SSA	15/01/2002	30/06/2003
SDE	Midnapore	Kharagpur SSA	01/07/2003	30/04/2013
AGM sales (L/A)	Kharagpur HQ	Kharagpur SSA	01/05/2013	17/08/2018
AGM (Regular)	Kharagpur HQ	Kharagpur SSA	18/08/2018	30/01/2020
DGM-CFA (L/A)	Bankura HQ	Kharagpur BA	31/01/2020	03/07/2021
DGM OA	Kharagpur OA HQ	Kharagpur BA	04/07/2021	Continuing...

So far, the officer has not honoured any of his transfer orders sending him out of Kharagpur BA to have a break from the BA . Now the officer may try to take shelter under the immunity against transfer rule under more than 56 years of age category as the officer retiring on 31st August 2025. The officer doesn't deserve any excuse under any rule as so far, he has been challenging all the transfer rules in BSNL.

Sir, Your earnest attention is humbly requested to the burning matter and requested cause to issue transfer this officer out of the Kharagpur BA to boost the working morale of all other executives who have been honouring all the transfer orders and thus cause to enhance the working efficiency of BSNL executives in the BA .

Thanking You Sir,

Yours Sincerely,

  
Raji.V  
General Secretary  
At BSNL EA CHQ

Copy for kind information and necessary action to:

1. Ms Anita Johri, PGM (SR) BSNL CO, New Delhi-110001
2. Shri S.N. Gupta, GM (Pers.), BSNL CO, New Delhi-110001
3. Ms . Madhu Arora , CGMT , WB Circle