


<p>कार्या. मुख्य महाप्रबंधक अनुरक्षण Office of Chief General Manager Maintenance दक्षिण दूरसंचार क्षेत्र Southern Telecom Region, 11, लिंक रोड, गणपति कॉलोनी, 11, Link Road, Ganapathy Colony, मिंडी, चेन्नै / Guindy, Chennai - 600 032.</p>	 <p>बीएसएनएल BSNL कनेक्टिंग इंडिया <i>Connecting India</i></p>	<p>भारत संचार निगम लिमिटेड (भारत सरकार का उद्यम) BHARAT SANCHAR NIGAM LIMITED (A Govt. of India Enterprise)</p> <p>BSNL 3G)))) BSNL LIVE 2010</p>
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Record of the discussions held on 17-06-2014

In order to consider the request transfer cases of Executives pending as on 31-03-2014 in STR mostly within Tamilnadu Territorial Area and to arrive at a long term solution to handle such cases, a meeting was arranged with the representatives of the following Executives' Associations, in the office of CGMM STR Chennai for a detailed discussion in this regard.

1. AIBSNLEA ;2.AIBSNLOA ;3.AIGETOA and 4.SNEA (I)

The following Executives were present.

1. Shri. S.Sivakumar & Shri.S.Ganesh representing AIBSNLEA
2. Shri. K.Rajasekaran representing AIBSNLOA
3. Shri. G.Saravanakumar & Shri. Senthilkumar representing AIGETOA
4. Shri. P.G.Lakshmipathy & Shri.S.Saravanan representing SNEA(I)

While addressing the representatives from various associations, Sr.GM (HQ) emphasized that all the Executives in field units of STR should work with more dedication to overcome the challenges posed by other service providers and the internal challenge of gradual reduction in present working strength of staff due to promotion, retirement etc. He also informed that the issue of shortage of Executives has already been taken up with the respective territorial circles / Corporate Office requesting for posting sufficient executives. He impressed upon the representatives with the point that a long term solution, as a local policy, has to be evolved to consider such requests in future also. Then he called for suggestions from the representatives of Associations present on the occasion.

The suggestions from the Associations are as follows.

1. AIBSNLEA

STR can project the shortage of Executives to the CGMT of Circles concerned in case of JTOs and to BSNL CO in case of SDEs and can request for posting of Executives so that the request transfer cases from Station A to Station B can be considered by not displacing any of the Executives in Station B and the executives so allotted to STR can be posted to such Station A.

STR may also approach the Corporate office for issuance of such directions/guidelines to concerned Territorial Recruiting circle with a view to ensure equitable distribution of shortage in the cadre of JTO. STR may impress up-on the Corporate Office for issuance of such guidelines with facts and figures such as terrain difficulty, no. of allotment to STR, exodus due to transfer/promotion/retirement. This is highly essential in view of the large geographical area that is required to be covered by a JTO in STR. The management should arrange for immediate relief of those JTO/SDEs for whom transfer orders are already issued.

In case a 'one is to one substitution method' is finally going to be adapted, how the case of two Executives from the same Station A simultaneously seek transfer to Station B or Station C is going to be tackled? If exemption has to be given on medical grounds to executives at Station B on such cases the following categories of medical cases where self/spouse/dependents suffering from (i) Neurological Diseases where the disability level has been certified to be of 40% and above (ii) Malignant Cancers ; (iii) Full Blown Acquired Immuno-Deficiency Syndrome (AIDS) ; (iv) Chronic Renal failure ; (v) Hematological disorders ; (vi) Hemophilia ; (vii) Thalassaemia. ; (viii) undergone bypass surgery, having mentally retarded child or taking treatment for TB are to be exempted. The proposal under consideration pertains to only for request transfer cases.

2. AIBSNLOA

Case by case transfer request from Station A to Station B can be considered immediately by giving additional charge wherever possible to the available executive at Station A without waiting for substitutes. As a onetime measure the pending request transfer cases may be considered till some policy is evolved.

3. AIGETOA

In CHTD the local transfer policy followed is such that, each year the requests of a set of Executives seeking transfer from Greater Chennai (CPT SSA for example) will be considered by transferring out the corresponding number of longstanding Executives (JTO/SDE) from Chennai city to the Greater Chennai (CPT SSA for example). The displaced Executives can seek transfer back to Chennai City after completion of one year. It is OK if transfer request from Station A to Station B is considered by 'one is to one substitution' method by displacing the long standing executive at Station B.

4. SNEA (I)

There is no policy to consider request transfers from one SSA to other SSA in TN Circle. As STR normally follows the local policy adapted by TN Circle, STR can wait till such a policy is evolved by TN Circle.

Alternatively 'in genuine compassionate ground cases' the request transfers from Station A to Station B may be considered by giving additional charge to the existing staff at Station A and the executive may be relieved to Station B.

However if the management has to adapt 'one is to one substitution' method by transferring out a long standing executive from Station B to consider the request transfer of an Executive at Station A there is a possibility that an executive at Station C who is more long standing than the one at Station B located in the same Sub Region / Division is overlooked thereby causing inconvenience to the executive at Station B.

SNEA (I) does not agree with 'One to One substitution' as this will cause much difficulties and since the jurisdiction of STR is wide spread which would adversely affect the spirit and working culture of the Executives in STR. Management should explore other possibilities to settle the transfer requests.

AGM (Admn.) apprised the representatives with facts and figures pertaining to the earnest efforts taken by STR administration during last year in wiping out all the request transfer cases pending as on 31-03-2013. Transfer orders to 42 Executives were issued in one lot during July 2013 before finalization of posting on promotion of JTOs to SDEs through LDCE. However few cases could not materialize as substitutes posted on promotion have not joined.

Sr.GM (HQ) after listening to all the suggestions finally summarized and put forth the proposals from Management.

1. If the transfer requests are to materialize, then the consideration should strictly be based on 'one is to one substitution method'. With this arrangement, to consider the request transfer of an Executive (SDE or JTO) from Station A to Station B the long standing Executive (SDE or JTO) at Station B will be taken as the 'substitute'. The 'substitute' for any beneficiary is from the same grade only, (ie.) if a SDE seeks transfer then his 'substitute' would be also a SDE only.

2. The 'substitute' so displaced to Station A from Station B will have the choice to claim all the transfer benefits and stay back at Station A for **three** years or to forego the transfer benefits and return on completion of **two** years. This proposal is mainly due to the very difficult financial condition of the company. However all the request transfers will be at "OWN COST" only.

3. By evolving such an arrangement, all the pending request transfer cases as on 31-03-2014, widely circulated through STR intranet portal, can be considered and the date of effect whether with immediate effect or w.e.f forthcoming financial year may be decided in the subsequent meeting.

4. Once this arrangement is in place, such displaced 'substitutes' based on his/her choice of time frame specified in para (2) can return back to their station of choice.

5. Exemptions proposed:

- (a) Executives with only THREE years or less of service left as on 31st March of that year will be exempted (As per BSNL Transfer Policy)
- (b) Exemption may be allowed for a 'substitute' in case of the following ailments based on recommendation of a committee to be constituted for determining the genuineness.

Executives suffering from or taking treatment for **self or spouse** for serious ailments viz. (i) Malignant Cancers, (ii) Chronic Renal failure, (iii) Full Blown Acquired Immuno-Deficiency Syndrome (AIDS) (iv) TB or (v) undergone bypass surgery or (vi) having mentally retarded child.

6. In case more than 50% of the executives working in a particular Station seek transfer simultaneously, then the transfer request from 50% of the Executives will be considered during that year and that from the remaining 50% in the succeeding year in order to protect the overall interest of that particular Station.

The representatives desired to have a detailed discussion with their respective members and sought time till 1st week of July 2014 to submit their feedback.


27/06/14

आर.रवि / R.Ravi

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Copy to (through e-mail) :

1. The Circle Secretary

AIBSNLEA/ AIBSNLOA/ AIGETOA / SNEA (I) Tamilnadu Circle

2. All the Representatives who participated in the discussions.