

Minutes of the meeting with Executive Association representatives held on 5.07.2014 in the office of GMM STR Chennai

पत्र/Lr.no.GMM STR CNI/E11/2014-15/7

दिनांक: 05.07.2014

In order to handle the request transfers from outdoor to indoor in the same station without financial implications and to arrive at long term solution to handle above request transfers, a meeting was conducted with the representatives of all Executives Associations in the office of GMM STR Chennai for a detailed discussion in this regard

The meeting was chaired by Shri N.Haribabu, Sr. General Manager Maintenance, Southern Telecom Region, Chennai. The list of participants is as below.

SI No.	Name S/Shri/Smt	Unit/Representative union
1	N.Suryamurthy	DGMM STSR Chennai
2	M.Gopinathan	Circle Secretary, SNEA (I)
3	P.G.Lakshmipathy	ACS, SNEA (I)
4	M.Gurumurthy	DS, SNEA (I)
5	M.Balagangatharan	DS, AIBSNLOA
6	S.Sivakumar	Circle President, AIBSNLEA
7	S.Ganesh	BS, AIBSNLEA
8	K.Senthilkumar	JS, AIGETOA
9	P.Sudalaiyandi	DE (Engg) O/o GMM STR Chennai
10	D.Devaki	SDE (Admn), O/o GMM STR Chennai

Shri N.Haribabu, Sr. General Manager welcomed the participants and explained that the proposed guideline to be arrived will help us to handle the posting of executives in OD units on the basis of this local evolved policy. All the field units will be directed to act as per this policy.

Suggestions were called for vide this office letter No. GMM STR CNI/E-11/2014/15/3 Dated at Chennai-1, the 18.06.2014. In response, the suggestions given by the associations are given below.

AIBSNLEA

1. Regarding the transfer, we could not take outdoor sections only because we have our own Executives' Transfer policy. Whether it may be Rotation or Long stay transfers, we have to follow the said Transfer Policy invariably. There should not be any deviation.
2. Since the transfer policy is common to all units, we may seek guidance from Tamilnadu Circle which is our territorial and Recruiting Circle and in which way they implement the said policy while effecting transfer of both of Rotation and Long stay nature.

AIBSNLOA

Tenure period for SDE & JTO should be one year. Those who have not worked in outdoor unit transferred first and if all officers in the list exhausted next round should be started. CGMM office should also be included for transfer to outdoor. Outsourcing can be done for outdoor wherever possible.

The following Management proposals on the issue were put forth for discussion

1. Separate list to be prepared for SDE & JTO without gender discrimination with reference to station seniority.
2. Posting of SDE & JTO to OD on one to one basis from the list prepared based on Long Stay of executives not worked earlier in OD.

AIGETOA:

1. Two years tenure period to be adapted to all Executives (both SDE & JTO) for Outdoor.
2. SSA wise STR Executives (both SDE & JTO) list to be prepared and round robin method to be adopted. Those who completed two years in outdoor should immediately replace from the list.
3. SDE/JTO discrimination should not be considered.
4. The seniority of the list may be fixed by their respective outdoor. Example: SDE/JTO who completed 7 years in outdoor can be considered as senior and who completed 3 years in outdoor can be considered junior.
5. Junior to be posted in the outdoor and replace the senior most outdoor executive.
6. Gender discrimination should not be provided, so that all will get outdoor exposure unless female executive having any specific reasons for not performing outdoor duty.
7. All Divisions includes NMC, Network Planning, etc within SSA area also should be considered without their work nature while preparing the list.
8. Availing leave in outdoor tenure period should be added to their outdoor tenure (if the executive availed 3 month leave during outdoor tenure period, outdoor tenure period will be extended by 3 months).
9. The outdoor station within the SSA area (within SSA but not in SSA HQ) should also be considered for same formula, except respective executive willingness to continue in outdoor station.
10. List should have exclusion for
 - a. Executives who willing to work in outdoor area, they may continue
 - b. Executives who crossed age of 55 Yrs
 - c. Executives Physically Challenged.

SNEA (I):

1. In all major stations the executives of the Outdoor Units are being posted on rotation, on the basis of local policies evolved, in consultation with the associations, suitable to the local needs of the stations and going on smoothly without any problem.
2. As far as Chennai is concerned, on the insistence of the administration, during 2007, our association had conveyed our suggestions based on the decisions taken by the Divisional Executive Committee which are reproduced.
3. The junior most SDE/JTO of local officiating gradation list of STR to be posted on rotational basis to outdoor sub divisions.
4. The tenure of such postings in outdoor sub divisions for SDEs/JTOs to be fixed as two years from the date of assumption of charge of the sub division.
5. On completion of the tenure, the next junior SDE/JTO as per the officiating gradation list, to be posted automatically to relieve the existing SDE/JTO.

The above suggestions were deliberated in detail considering the merits and demerits of each suggestion. The Sr. General Manager , Maintenance Chennai explained the difficulties and continuous stress and strain experienced by the executives posted in OD units compared to those posted in other units like indoor, Office etc. He stressed upon the need to reduce the post tenure of OD to 3 years as against the general tenure of 4 years for any post. After prolonged discussion of the various issues related to transfer to outdoor units, the following decisions were arrived at with consensus of all representatives present in the meeting.


1. The tenure period for outdoor is **TWO** years.
2. Two separate lists of SDE & JTO who have worked in the outdoor and not worked in outdoor unit in the executive cadre have to be prepared in the order of long stay.
3. The stay should be clubbed for all units at the same place with same HRA.
4. Transfer will be on one to one basis only.
5. Initially transfer to OD units will be on the basis of long stay from the list of executives not worked in outdoor.
6. After the above list is exhausted, the list of SDEs & JTOs worked in OD units earlier will be operated.
7. In case of SDE & JTO willing to continue in outdoor beyond the tenure period it will be allowed on the basis of written request to continue for another tenure.
8. Any posting of Executive on transfer /promotion, the postings will be done as per the administrative needs.
9. The rotational transfer in OD units will be effected every two years for all OD executives except for those who request in writing for continuation.

10. The exemption / relaxations will be given from the posting to outdoor in the following cases.

- I. Medical ailments with records
 - a. Heart operation
 - b. Renal failure (undergoing dialysis)
 - c. Treatment for cancer
 - d. Physically challenged (Self)
 - e. Mentally Retarded children
- II. Male executives of 58 years of age ie, left over service of 2 years and Female executives of 55 years of age, ie left over service of 5 years as on 31st of Mach.

11. These guidelines are applicable to GMM STR Chennai Area only (Entire Tamilnadu)

12. However administration reserves its right to deal with any exceptions that may arise any time.


मंडल अभियंता/इंजी./Divisional Engineer (Engg.)
कार्या:म.प्र.अ.,द.दू.क्षे.,चेन्न।/O/o GMM STR Chennai-
07/07/2014

To

THE CIRCLE SECRETARY,
AIBSNLEA/AIBSNLOA/AIGETOA/SNEA (I),
TAMILNADU CIRCLE.

Please give your concurrence for above minutes by 9th July 2014