



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

**(Recognised Majority Association of Executives in BSNL)
SNEA Bhavan, Dharmalayam Road, TVM-695001**

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No:- SNEA/KLA/CGM/2016-17/96

dtd at TVM, the 30-1-2017

**To
The Principal General Manager (Finance)
O/o the CGMT, BSNL, Kerala Circle
Thiruvananthapuram**

Respected Sir,

Sub: Request for implementing free, fair and transparent policies in HR functions of Finance wing in BSNL Kerala Circle, reg:

We have been requesting many times with your good office almost in all official meetings with circle administration to adopt free and fair policy while implementing transfer and posting as well as issuing Looking after Orders to Officers in Finance wing of Kerala Circle. But to our dismay, the transfer/LA orders being issued from circle office from time to time don't seem to convince the executives in general as far as the norms being followed are concerned. As the recognized majority association of executives in BSNL, we are constrained to come back again to you to reiterate our stand that tailor made norms and justifications should not be resorted to while issuing LA and transfer orders in BSNL Kerala Circle.

1. We would like to invite your kind attention towards the drama episode of AO LA orders issued to two JAOs in circle office couple of months back wherein they were given posting in Trivandrum SSA and MS unit as AOs. In fact the LA order issued should have been deemed as declined by the Officers on expiry of 20 days from the date of issuing orders as per the normal procedures being followed in the circle. But your office had gone to the extent of giving revised posting to the JAOs on 17.01.2017 in the circle office itself as AOs after a lapse of more than 45 days. The belated justification for posting in the circle office is with a hidden agenda to retain some interested persons and transfer out others.
2. In another development, the administration even went ahead to the extent of posting the circle president of an association as the IFA in Trivandrum SSA on his promotion that too in a sensitive post against the standing instructions on the subject that office bearers of Associations shall not be posted to sensitive posts and posts related to HR functions even when options were wide open to post him in any other non-sensitive posts in SSAs, MS or circle office. The Officers

involved in the episodes narrated above are either office bearers or members of the support association of executives in BSNL.

3. We would also like to invite your kind attention again to the posting order issued to Sh. Suresh Babu, a newly appointed JAO, to Kannur SSA after his induction training at RTTC Trivandrum last year. The administration should have shown due consideration to the Officer, for his meritorious performance after securing 3rd rank in All India JAO LICE, 1st Rank in Kerala and again securing 1st Rank in JAO induction training, by posting him in home SSA. Instead of motivating the executive on his performance in selection process and offering posting to his choice SSA, the Officer has been given demoralizing and disappointing treatment by your office by posting him to Kannur SSA.
4. Your kind attention is also invited towards the request for transfer to Kannur SSA made by Sh. Shamju Ramachandran, AO having completed more than 6 years in Trivandrum SSA on spouse grounds which is yet to be considered for more than a year from now.
5. Also, the transfer request made by Sh. Prasanth, AO, Ernakulam to Alappuzha also could have been considered on spouse-medical/compassionate grounds. Normally any transfer requests to Shortage SSAs like Kannur, Alappuzha etc. from SSAs like Trivandrum and Ernakulam, where executive strength is comparatively better, should have been considered empathetically.
6. It may be noted that during the posting of DGM (Finance) in the circle, vacancies were considered even against retirements falling after a lapse of few months later to accommodate the requests of officers.
7. The transfer of JAOs belonging to the recognized Association in Trichur SSA is another example. Association had registered strong protest before the PGMT against the totally unjustified and indifferent attitude shown by Trichur SSA administration against this transfer of two JAOs, who were booth agents of SNEA for membership verification, to rural stations without any rhyme or reason that too on the eve of referendum and after the office hours on 6th December 2016. Though PGMT Trichur, after our strong protest, had kept those orders in abeyance, certain officers in the administration with vested interests acted vindictively and insulted our members by allotting their seats to other JAOs despite directions from the PGMT. There are such attempts and threat in other SSAs as well.
8. The posting of a new JAO who has shown allegiance to this Association in Pathanamthitta SSA to a remote station far from HQ against the PGMF order, the handling of second phase training of JAOs etc are some other issues which were brought your notice already.

In general, anyone can note that the treatment being given to Officers in Finance wing seems to be based on the membership in association of executives in BSNL. We are of the considered opinion that the proposal mooted by the officers occupying HR/Establishment matters of finance wing are with hidden agenda with association considerations and the administration knowingly or unknowingly has been acting to the tune of such vested groups thereby protecting interests of the support association alone without even considering the genuine grievances and views being brought to your notice by the Recognized Association for inculcating a free and fair transfer and posting mechanism in BSNL Kerala circle. While the Administration has no hesitation to ignore the standing instructions and the practices being followed in the circle it is not at all ready to consider even the genuine/compassionate cases being pointed out by the recognized Association of executives in BSNL. We had categorically informed

circle administration during recent meetings that we will not allow any kind of vindictive actions against our members and discrimination to officers based on association membership.

We never demand preferential treatment for our members and followers, but only request to adopt and implement free, fair, and transparent policies that too based on certain norms which should be convincing to the executive fraternity of BSNL.

We request you to

1. Consider issuing orders to post Sh. Suresh Babu, JAO to Trichur SSA considering his meritorious performance in JAO selection process.
2. Consider issuing transfer orders to Sh. Shamju Ramachandran, AO to Kannur SSA on spouse ground.
3. Consider issuing transfer orders to Sh. Prasanth, AO to Alappuzha SSA on spouse-medical/compassionate ground.
4. Publish the transfer requests being received from officers in all cadres in finance wing of Kerala circle on regular basis.
5. Publish the corrected SSA wise stay particulars of officers of Finance wing.(The list published earlier contained many mistakes)
6. Publish the vacancy positions in various cadres of finance in the circle on regular basis prior to issuing LA orders.
7. Not to accommodate association office bearers in sensitive/HR posts strictly adhering to the standing instructions on the subject.
8. Consider transfer requests from officers on compassionate/medical grounds in highly transparent manner.

We are hopeful that your office would consider the legitimate views being expressed by the one and the only recognized Association of executives in BSNL regarding the much needed review in HR practices in finance wing of BSNL Kerala circle in its true spirit and would initiate proactive steps to adopt free, fair and transparent policies in HR functions especially while issuing transfer and posting/LA orders so that a cordial and congenial atmosphere could be ensured in the circle.

With Warm Regards
Sincerely Yours



T Santhosh Kumar
Circle Secretary
SNEA, Kerala Circle

Copy to:

1. The CGMT, BSNL Kerala Circle
2. The GM (HR), O/o the CGMT, BSNL Kerala Circle
3. The DGM(Finance), O/o the CGMT, BSNL Kerala Circle
4. GS SNEA CHQ, New Delhi