



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)  
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**No.SNEA/Kerala/2018-19/II/13 dated 27/12/2018**

To  
The CGMT  
BSNL, Kerala Circle

**Sub:-Request Transfer of JAO/JTO's who have completed 2 years service and Relieving of Executives whose transfer orders already issued reg:-**

Sir,

Kindly recall the meeting held with this Association on 19/12/2018. The following issues were discussed in the meeting.

1. Request Transfer of JAOs who have completed 2 years service
2. Request transfer of JTOs who have completed 2 years tenure period.
3. Relieving of Executives whose transfer orders issued after completing 2 years tenure period.

Now 9 days has elapsed after our discussion on above items, however nothing has materialized so far from administration side in this regard though it was assured to consider the views expressed by us. It is very painful and unfortunate to note that the present administration is not at all considering the genuine HR issues of Executives wherein solutions are in hand.

As per the agreement made between the Kerala Circle Administration and the Executives Associations in the year 2007 to meet the HR requirement of various SSAs as well as genuine aspiration of Executives regarding transfer and posting. As per the policy the additional staff requirement and the request of the 2 year tenure completed executives will be considered against new recruitment/ promotions. In the absence of new recruitment the request of the executives completed their tenure will be considered by posting substitute if necessary on long stay basis during March/ April. This procedure is continuously following before the start of every academic year ie during April/May with an instruction that Executives may be relieved after the completion of 2 year service at the BAs. This procedure of issuing transfer orders in 2 years either against new recruitment/ promotion or against substitute on long stay transfer, had given a confidence in every Executives and they could also prepare themselves for going out to remote BAs, who give maximum efforts since they know that they would be automatically brought back to their parent BAs without any external influence. However the administration tried to deviate from the agreement in one particular year ( ie in the year 2015) after the implementation of the agreement made in 2007, and unfortunately it resulted in industrial unrest and badly affected the total productivity of Kerala Circle as well as loss of confidence in administration due to that deviation of the well executed agreement.

As far as request for transfer of JAOs are concerned, there are only 17 requests in the circle and recently around 30 new JAOs were posted in the circle. The new posting of JAOs were worked out in such a way to meet the substitute against the transfer request pending. But even after posting of these new JAOs for more than 2 months no transfer orders are issued against the request pending as pointed out by us during the discussion. This is nothing but totally negative attitude to the executives. Further these DR JAOs who has joined the

organization with much expectations about BSNL is now just waiting for a seat and job assignment for months together. It may be noted that since most of them were working in many organizations previously this kind of HR management would have gave them a bad image about BSNL within this short period of time .

As far as the request pending from JTOs it is to be noted that during the last 2 years around 700 JTOs were posted in Kerala Circle and this posting were made to different BAs after considering all shortages and anticipated transfers from BAs. Even after the posting of new JTOs well before many months, still administration has not issued the transfer orders of Executives who were posted to remote BAs and completed 2 years.

After continues persuasion by this Association with Administration some transfer orders were issued by the circle office in DE/ SDE/ JTO cadre in the month of Sep-2018. These orders are simply ignored by the BAs in total defiance and none of the executives are relieved yet. The circle office has become a mute spectator to this kind of defiance by the BAs. We are of the firm view that the Circle Administration is duty bound to ensure that the instructions/ orders from circle office is complied by the BAs in HR issues also like all other cases. We urge up on the circle administration to relieve these officers from ERP.

Sir, this type of attitude will result loss of confidence among the executives in the well maintained system in place and it will further leads to industrial unrest. While it is high time for all- Management/ Executives/Non executives to concentrate single mindedly for improving the revenues of the company ,unfortunately the Circle administration is demotivating the executives by denying their genuine aspirations and expectations .

We are once again constrained to make it on record that the HR attitude of the Kerala circle administration on many issues – NOC for JTOs, Vacancy release in JTO/JAO cadre, promotion in case of JAOs , etc are not to the expectation of the executives and deserve a revisit.

In this context, we once again request your good self to consider the above legitimate issues of the Executives in Kerala Circle within a time frame. Otherwise we will be forced to initiate organizational programs in the Circle.

**With kind regards,**

**Sincerely yours**



**T.SanthoshKumar**

**Circle Secretary, SNEA Kerala**

*Copy to :- 1. GM HR, O/o CGMT, Kerala  
2. GM, Malappuram.*