



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

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No. AIBSNLOA/CHQ/2014/4

Dated: 22nd January 2014

To

Shri U.N.Rai,
Principal General Manager (Electrical),
Bharat Sanchar Nigam Limited,
New Delhi

Subject: Improper implementation of BSNL Transfer Policy in Tamilnadu Electrical Zone, which includes Chennai Telephones Electrical Circle – regarding

Ref: 1. BSNL CO Electrical Wing letter No.6-8/2008-Elect dated 26.10.2010
2. Our letter No. AIBSNLOA/CHQ/2012/74 dated 26.10.2012
3. BSNL CO Electrical Wing letter No. 6-8/2008-Elect 8.112012
4. BSNL CO Electrical Wing letter No. 6-8/2008-Elect dtd. 29/10/2013

R/Sir,

We would like to draw your kind attention to the letters cited under reference and the discussions that we had with you on 1.10.2013 on the above subject.

2. We had brought to your notice vide our letter cited under reference 2 above that both Tamilnadu and Chennai Electrical zones were not following the instructions on transfer matters issued by BSNL CO vide reference 1 above.

3. We had also pointed out that the provisions of the BSNL Transfer Policy were being wantonly violated by the Electrical Zones of Tamilnadu / Chennai Telephones in order to favour a group of officers in the cadre of SDE(E) and JTO(E) who have been in CHTD merely by virtue of their status quo and had requested your kind intervention in this matter to ensure that the instructions contained in your office circular dated 26.10.2010 referred to above are implemented in letter and spirit so as to end discrimination.

4. You had responded immediately through your letter cited under reference 3 above, requesting the CGMT Tamilnadu Circle and CGM Chennai Telephones to issue necessary directions for implementation of the above guidelines scrupulously. But ignoring the guidelines again, the CE(E), CHTD issued officiating orders to a JTO in 135th position ignoring 7 senior JTOs. The issue was taken up by our Tamilnadu Circle Secretary with the CGMT Tamilnadu with copies marked to PGM (EW), CE(E), TN and CE(E), CHTD. CE(E), TN had told CS, TN that since CE(E)/ CHTD is senior to him in the CE(E) cadre he is not able to exercise his powers in a lawful manner.

5. The matter was discussed in details with you when we met you on 1.10.2013 and you were kind enough to cause issue of another letter cited under reference 4 above designating the CE (E) Tamilnadu Circle as co-ordination unit for Tamilnadu/Chennai Telephones for HR related matters. But no action has been taken in this matter till now.

6. Meanwhile documents obtained from CHTD through RTI reveal some glaring violation of rules/ guidelines of BSNL:

- (a) In the 1st RTI information it has been stated that CGM, CHTD has not given any approval to electrical wing for any officiating/LAA of JTO(E). But the 2nd RTI information reveals that CGM, CHTD (who is not at all the recruiting authority for JTO-E) has issued concurrence on a note sheet for issuing officiating orders from among the JTO(E)s in CHTD.
- (b) Based on CGM/CHTD's concurrence, an officiating order has been issued on 7/9/2012 to Shri Md. Hussain JTO(E). (This JTO ranks 6th in the Coordination Circle seniority list.) The order itself is improper in many ways. CGM of a non-recruiting circle cannot approve such officiating arrangement. Further the order has been issued for an indefinite period. The official's seniority in the unit alone has been taken into consideration. There has been no mention of the powers that the official can exercise. These omissions raise doubts whether a proper DPC has been conducted.
- (c) A looking after order has been issued on 17/4/2013 to Smt G.K.Amirthavalli JTO(E). (This JTO ranks 12th in the Coordination Circle seniority list.) This order also is improper in many ways. The LAA order has been issued along with the transfer case of two SDE(E)s. Approval for LAA has been obtained in the name of re-distribution of SDE(E)s in CHTD. The order has been issued for an indefinite period. There has been no mention of the powers that the official can exercise. These omissions raise doubts whether a proper DPC has been conducted.
- (d) Shri Md.Hussain is on SDE duties till date which implies that even after the withdrawal of officiating arrangement the officer has continued the same.
- (e) In one of the note sheets the **CE(E)/ CHTD has initiated transfer by writing that Maraimalai nagar is a "Hard tenure station", which has never been declared so by any BSNL authority.** The CGM, CHTD also has given concurrence in that note sheet.

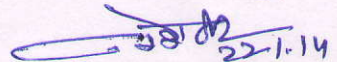
7. We therefore request you to kindly

- (1) Direct CE (E), TN zone and CE(E), CHTD zone to strictly implement the order dated 29/10/2013 and to rectify all the officiating/LAA irregularities and other improper HR activities.
- (2) Issue instructions that CHTD will not be considered as a separate "circle" in respect of HR related matters of Executives. All matters in respect of Executives such as station seniority list, incoming zonal transfer/ posting, disposition list, vacancy position of executives, resignation of executives etc. should be dealt only by/with the CE(E) in charge of the recruiting circle ie., CE(E), TN circle.
- (3) Issue direction to specify under the column "the present Circle of posting" in the All India Seniority of SDE(E)s the **name of the territorial circle** under which he is posted, so that transfers between TN and CHTD, WB and CTD, AP-I and AP-II are not considered as fresh tenure in that circle for the purpose of Transfer Policy.

With kind regards,

Encl: As stated

Yours sincerely,



(Rakesh Sethi)

General Secretary

Copy to:

1. Shri A.N.Rai,
Director (HR),
BSNL, New Delhi
2. Shri S.S.Aggarwal,
General Manager (Pers),
BSNL, New Delhi