

WHAT WE DID

27.08.2014:

MEETING WITH CMD:

While handing over the letters regarding review of posting orders of Executives on promotion to DE/AGM grade on regular basis in respect of Tamilnadu Circle and Chennai Telephones District, we elaborately argued our case explaining the details of vacancy position mentioned in our letter and requested him to fill all the existing vacancies to accommodate the senior Executives. CMD has agreed to examine our request and has assured us that something will definitely be done, especially for seniors and ladies.

27.08.2014:

CHQ WRITES TO CMD REQUESTING REVIEW OF POSTING ORDERS OF EXECUTIVES ON PROMOTION TO DE/AGM GRADE ON REGULAR BASIS – CASES OF EXECUTIVES OF TAMILNADU CIRCLE WHO HAVE BEEN POSTED OUTSIDE THE CIRCLE:

'We therefore request you to kindly cause review of the issue by the Personnel Section taking into account the availability of 94 vacancies on date and 58 vacancies likely to be added due to promotion to DGM (Adhoc) and cause modification of the orders cited under reference by posting all these executives in Tamilnadu Circle.' [Read More](#)

27.08.2014:

CHQ WRITES TO CMD REQUESTING POSTING OF EXECUTIVES IN CHENNAI:

'It is suggested that these 43 clear vacancy as on date, in the growth oriented metro of Chennai where performance of Chennai Executives has been showing a positive trend for the past two years, to be filled up strictly on seniority basis, which will also avoid any possible legal complications. The retention of about 43 Executives in Chennai on their promotion as DE-Regular will not only increase the morale of the Executives but also save a huge amount to the tune of about 70-80 Lakhs to our cash strapped company by way of avoiding expenses on Transfer Grant.' [Read More](#)

28.08.2014:

MESSAGE FROM CMD:

'Despite all efforts to avoid transfers during this promotion, redeployment and rebalancing of shortages in some areas has been inevitable. It is hoped that our executives and staff associations would appreciate our compulsions and would bear the inconvenience.' [Read More](#)

01.09.2014:

MEETING WITH DIRECTOR (CFA) AND DIRECTOR (CM):

GS and AGS (HQ) met Director (CFA) and Director (CM) separately today and briefed them about the DE regular postings, where large number of Executives from Tamilnadu and Chennai Telephones have been posted outside their circles although a good number of vacancies existed in these circles. **We explained to them that these two circles have been performing well achieving the targets and have been showing positive growth. Sending such a large number of executives out at this juncture will have a negative impact on the services. We emphasized that a portion of the vacancies could have been utilised to post the seniors and ladies.** Both the Directors were in complete agreement with our contentions and have assured us that they will discuss the issue with CMD."

04.09.2014:

MEETING WITH CMD, SR.GM (PERS), GM (SR) AND ADDL.GM (PERS):

GS, AGS (HQ), CHQ FS and Com. Badrinarayanan, ACS Chennai Telephones met Addl.GM (Pers) and GM (Pers) yesterday. Today they met GM (SR) and the CMD and reiterated our request for filling up available vacancies so that seniors and ladies can be accommodated in Tamilnadu Circle and Chennai Telephones on their regular promotion as DE/AGM. Sr.GM (Pers) stood his ground that these Executives have been posted to Circles where there is acute shortage in STS grade. He wanted us to convey his assurance that those who join will be given transfer back to their respective circles after two years or at the time of next CPC. GM (SR) understood and appreciated our points and agreed to talk to Sr.GM (Pers) for reconsideration of the issue. When we met CMD in the evening he said that he has spoken to all the CGMs to post those who are coming on promotion to their circles, at major stations having direct train connectivity. However he has agreed to get the issue examined again. **We have requested him that atleast some vacancies can be filled up so as to accommodate the seniors and ladies.**

10.09.2014:

MEETING WITH SR.GM (PERS):

GS and GS/SNEA together met Sr.GM (Pers) today and discussed about filling up of available vacancies to accommodate senior and lady executives belonging to Tamilnadu, Karnataka and Chennai Telephones Circles on their promotion to DE/AGM grade on regular basis. Sr.GM (Pers) reiterated his known stand that postings have been made in such a way to distribute shortages evenly among circles so that circles facing severe shortage in STS grade get some relief. He wanted us to request our members to go and join. He said that even if one change is made, it will have the consequence of more requests flooding Corporate Office. **We insisted that we did not want individual consideration, but only wanted a policy decision to fill up atleast 50% of the still available vacancies in these circles, accommodating the executives purely on seniority basis and**

with due consideration for lady executives. Finally Sr.GM (Pers) has agreed to discuss the issue further with the CMD.

20.09.2014:

MEETING WITH SR. GENERAL MANAGER (PERS):

GS met Sr.GM (Pers) yesterday and discussed the following issues. Addl. GM (Pers) was also present.

1.Revision in posting orders of the seniors executives and Lady executives of Chennai and Tamilnadu circles:

Sr.GM (Pers) told us that any decision in this regard will be taken by the Management next week. Simultaneously he also informed us that only a few cases may be considered. It will not be possible to accommodate large number of executives in these circles because number of executives who got promotion in these two Circles is very high compared to other circles and already 70 -75 % posts in these circles have been filled up. However **we once again requested him to fill up atleast 50 % of available posts and take an early decision so that the uncertainty among senior and lady executives comes to an end.**

26.09.2014:

MEETING WITH SR.GENERAL MANAGER (PERS):

GS and AGS (HQ) met Sr.GM (Pers) today and discussed the following issues:

1.Revision in posting orders of the seniors executives and Lady executives of Chennai and Tamilnadu circles:

We once again requested Sr.GM (Pers) to fill up atleast 50 % of available posts so that senior and lady executives can be accommodated in their parent circles. Sr.GM (Pers) said modified orders will be issued only in October and cautioned us that we should not expect large number of modifications. He said that consideration will be based on merits of each case.

29.09.2014:

MEETING WITH SR.GENERAL MANAGER (PERS):

GS met Sr.GM (Pers) today and discussed regarding revision in posting orders of the seniors executives and Lady executives of Chennai and Tamilnadu circles. Addl. GM (Pers) was present. GS handed over three separate letters regarding revision of posting orders in DE/AGM grade in respect of Tamilnadu Circle, Chennai Telephones and revision of posting orders in SDE grade. While agreeing to examine our requests, Sr.GM (Pers) once again cautioned us that we should not expect large number of modifications.

15.10.2014:

MEETING WITH SR. GM (PERS):

GS met Sr.GM (Pers) today and discussed the following:

1. Revision in posting orders of the senior executives and lady executives of Chennai Telephones and Tamilnadu Circles:

Sr.GM (Pers) told us that soon a decision may be taken in this regard but only those cases which were strongly recommended by the concern CGM of that circle will be taken for consideration. We told him that already these executives have been relieved from the respective circles and how could they get the recommendation by the CGM. Sr.GM (Pers) said that concerned CGMs may forward their application with due recommendation. Sr.GM (Pers) further said that only a few cases, related to critical illness, may be considered and it will not be possible to accommodate large number of executives in these circles. He wanted the executives to understand the problem of the management that all the promoted executives cannot be accommodated in these circles because huge number of executives of these two circles got promoted and already 70 -75 % posts in these circles have been filled up. **But, we once again requested Sr. GM(Pers) to consider filling up atleast 50% of still available posts according to seniority and to consider all the genuine cases.** Sr.GM (Pers) has assured us that he will take an early decision on this.

18.10.2014:

MEETING WITH CMD:

GS met CMD yesterday and discussed the following:

1.Delay in revision in posting orders of the seniors executives and Lady executives of Chennai and Tamilnadu Circles:

CMD agreed with our grievance that the issue has already been delayed badly and assured us that a decision will be taken soon in this regard. **We requested CMD that atleast 50 % of the still available posts can be filled up according to seniority and that requests of ladies and requests on genuine medical grounds may be considered.** CMD assured us that action as required will be taken next week.

27.10.2014:

MEETING WITH SR.GM (PERS):

Following issue of revised orders on Friday in DE (Regular) posting, wherein some medical cases and cases of those who had served in tenure stations earlier have been reportedly considered, **GS met Sr.GM (Pers) today and again reiterated our request for revision in posting orders in respect of lady executives and other medical cases pertaining to Chennai Telephones and Tamilnadu Circles.** Sr.GM (Pers) informed us that only requests with specific recommendations from the CGMs will be considered.

29.10.2014:

MEETING WITH SR.GM (PERS) AND ADDL.GM (PERS):

GS met Sr.GM (Pers) and Addl.GM (Pers) today and continued his efforts for getting revised posting orders in DE/AGM (Regular) grade in respect of seniors and ladies of Tamilnadu Circle and Chennai Telephones. He requested early decision. Some orders are expected to be issued in a few more days. GS also pursued the case of revised posting orders in respect of SDE (T) grade with Addl.GM (Pers) who has agreed to again take up the matter with Sr.GM (Pers).

14.11.2014:

MEETING WITH ADDL. GM (PERS):

GS met Addl. GM (Pers) today and enquired whether there was any progress in revision of posting orders in DE/AGM Regular grade. Addl.GM (Pers) said that a few cases among those recommended by CGM Chennai Telephones purely based on seniority are being considered. He also said that no recommendations based on seniority have been received from CGMs Tamilnadu Circle and Karnataka Circle.

17.11.2014 to 21.11.2014: Circle Secretary Tamilnadu pursues the issue with CGM Tamilnadu Circle and CGM sends a list based on seniority to BSNL CO on 21.11.2014

25.11.2014:

MODIFICATION IN POSTING ORDERS IN DE/AGM GRADE:

BSNL CO has issued orders retaining 17 Executives belonging to Chennai Telephones and Tamilnadu circle in their parent circles, **based on seniority**. 18 other Executives of Chennai Telephones/Tamilnadu Circle/STR have been retained upto 31.5.2015. [View orders](#)