



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS

ASSOCIATION, GUJARAT

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No: Guj /AIGETOA/73

Dated: 14th Feb 2017

To:

Dr. Pradeep Kumar Hota
The Hon' CGMT Gujarat
Bharat Sanchar Nigam Limited,
BSNL Gujarat Circle.

Subject: HR Issues of BSNL executives reg.

Respected Sir,

Apropos above, kindly grant us a meeting to discuss the following HR issues:



1. **Inter circle (Rule 8, Spouse Case and Medical case) transfer:**

These JTOs have been dedicatedly serving Gujarat Circle for more than 7 years, since their induction in BSNL and are patiently waiting for the Inter circle transfer to their home circle. Most of them have compelling grave circumstances like old parents, critically/fatally ill family members, wife working at native place etc. These Intercircle transfers should be considered sympathetically in view of recent inductions in JTO and JE cadre as below.

The following recruitment is in pipe line in JTO and JE cadre

- LICE Vacancy year 2013-14 (Approx 260 inducted in JTO cadre)
- LICE Vacancy year 2014-15 (Approx 85 presently undergoing JTO training)
- LICE Vacancy year 2015-16 (Induction of Approx 150 executives in JTO cadre)
- Direct recruitment of JTOs (Approx 270)
- Direct recruitment of JEs (Result declared of 206 candidates)

Approx TOTAL increase in head count in Gujarat Circle, JTOs 880 and JEs 200,
Which could be utilized as substitutes for Inter Circle Transfers.

2. **Intra Circle Transfer:** Consideration of all own cost request Intra Circle transfers of executives, in all disciplines. Those who have completed two years and specially all those Direct Recruited executives waiting for transfers since past 05-years.

3. **Waitlist preparation and execution of Inter circle & Intra circle transfers as per date of receipt of Application.**

Presently transfer waitlist is prepared considering the stay period (residency period) of an executive in Gujarat. On enquiry in other circles like Assam, West Bengal etc. the date of receipt of application at the circle office is taken into consideration for preparation of transfer waitlist.

Current method of waitlist preparation (Based on stay) in Gujarat seems to defy the very concept of waitlist, where the waitlist serial number becomes dynamic and constantly changing every time. A executive applying for transfer even a month prior can get prioritised even compared to executives waiting for 5-6 years, just by virtue of longer stay.

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Hence it is requested to prepare and maintain the both Inter Circle & Intra Circle transfer waitlist as per the date of receipt of application, further it should be executed devoutly as per the waitlist serial number only.

There are excessive procedural delays of months in approving and forwarding their Rule 8 applications from WTR, WTP to Gujarat Circle. So In case of WTR, WTP Rule 8 applications, the date of receipt at their GM office should be considered while preparing the list.

4. Fixing of 3 years as minimum serving period for own cost Intra circle transfers

The minimum serving period for an executive opting for own cost and request Intra Circle transfer should be defined for 3 years like various circles like Maharashtra circle. This is purely in the interest of BSNL in following ways.

- i. To ensure regular flow of executives in Tenure SSAs: Soft tenure SSAs will be more attractive due to comparatively lesser serving period (of 2 years)
- ii. To avoid duplication of Transfers in Inter and Intra circle transfers within a short span
- iii. To reduce negative impact on BSNL services and revenue due to transfers :
- iv. To reduce BSNL expenditure on transfers.

5. Implementation of Rotational Transfer policy in a healthy manner in all SSAs:

Kind reference is drawn to the Transfer policy vide No: 6-01/2007- Restg dtd 06.09.07 rotational transfers of executives were introduced. As per 2.2(h), Job rotation and job enrichment will lead to create systematic succession plan and ensure continuity of management. And As per 2.2(e), Employees may be provided with opportunity to work in different disciplines. There are various SDEs / JTOs are working in same post more than a decade (10 years). The implementation of Rotation policy in true spirit has following advantages.

- a. To train our executives in various fields, departments and sections. The executives will gain knowledge, skills, experience and capabilities, making them active and efficient.
- b. This will help the executive serve higher managerial responsibilities efficiently, increasing BSNL productivity.
- c. To the avoid monopoly of certain executives in a particular department or technology.

It is requested to grant a meeting to discuss all of the above HR Issues.

Thanking you.

Sincerely

P. Mathew Kochuvarkey
Circle Secretary
AIGETOA Gujarat

Copy to: GM Admin Gujarat Circle for kind information please