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Dated 12th March, 2016

To The:
General Manager (HR/Admn.)
Gujarat Telecom Circle
AHMEDABAD

Subject: Discrepancies observed in the recent executive transfers and violations of BSNL Transfer policy.

Ref1 : SDE Transfer Order : DGM(A)/Co-AM/Exe-Trft/2016/01 Dated at AM the 03.04.2016

Ref 2: JTO Transfer Order : DGM(A)/Co-AM/Exe-Trft/2016/03 Dated at AM the 08.04.2016

Respected Sir,

The Whole concept and essence of executive transfer waitlist preparation, maintenance and its display, is to implement the executives transfers in a transparent manner. The waitlist prepared in accordance with the date of transfer application as received by the O/o GM Admin, Circle Office.

In Gujarat Circle the waitlist preparation, maintenance and its display of the executive transfer waitlist is done properly time to time as routine exercise to maintain the transparency, which is the sole objective of preparing any waitlist.

But it is observed in transfer orders that when it comes to implementation of the waitlist, following variations are observed,

1) Prioritizing the executives transferred in the interest of service and opting to come back to their home SSA, precisely after completion of 2 years stay in their transferred SSA, irrespective of their date to application and waitlist serial number. For example:

- Ref 1 SDE Transfer Order: Serial number 1 and 4 of Own cost cases (Waitlist list no 2 and 3 respectively for Vadodara bypassing waitlist number 1 for Vadodara). This violation is highlighted in green color in the annexure.
- Ref 2 JTO Transfer Order: Serial number 1 of Tenure case (Waitlist list no 8 for Nadiad bypassing waitlist number 1,2,3 for Nadiad). This violation is highlighted in green color in the annexure.

As per REF 2 JTO Transfer Order, administration is facilitating such executives by misinterpreting Para 11(e) of BSNL transfer policy, which clearly applies to the executives serving only in tenure SSAs.



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2) Prioritizing the executives transferred at their own cost and request to their desired SSA and opting to come back to their home SSA, precisely after completion of 2-3 years stay in the transferred SSA, irrespective of their date to application and waitlist serial number. For example:

- Ref 2 JTO Transfer Order: Serial number 17 of Own cost cases, waitlist list no 28 for Ahmedabad bypassing own cost waitlist for Ahmedabad which are above him). This violation is highlighted in orange color in the annexure.

3) Prioritizing the stay particular of the executives over riding the date of application and waitlist serial number. For example:

- Ref 2 JTO Transfer Order: Serial number 3 of Tenure case, waitlist list no 32 (last) for Vadodara bypassing own cost waitlist for Vadodara which are above him). This violation is highlighted in blue color in the annexure.

4) Imposing of minimum 5 year serving criteria at the SSA of first posting. Which is not in sync with para 6 – C of BSNL transfer policy. Example is quoted from JTO Order Feb 2014, because in orders after that, such cases becomes irrelevant due to the JTOs of more than 6-7 years are waiting to be transferred.

- JTO Transfer Order: Serial number 6, waitlist list no 22 (last) for Ahmedabad bypassing own cost waitlist for Ahmedabad which are above him)

Note: Only One case is pointed out for each violation just for citing an example.

Point 2 and 3 have serious implications on the objectives of transfer policy (Para 11-f) in serving hard or unpopular stations. As an example a executive staying in a popular station like Ahmedabad for more than 15 years and applying for transfer to another popular nearby station like Mehsana, Nadiad etc. in order to break his long tenure and to avoid any hardships of service at unpopular / tenure stations. It clearly indicates the elaborated intentions of the executives as most of such executives were comfortably serving in their home SSA for long periods. If such practices are not checked in time then the administration would find it very difficult to identify long stay executives for serving in unpopular / tenure stations. Which is the concept explained in the BSNL Transfer policy vide Section B Para 11(f).

Point 1, 2 and 3 collectively effects the interest of direct recruited executives as most of the direct recruited requesting for transfer to their choice station doesn't fall in any of these categories and seems to be intentionally by-passed by the administration, by not following the waitlist.



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It is worth noting that all the above violations are raised due to locally devised rules/policies without publishing these modifications, keeping the executives in dark, leaving room for discriminations, injustice, in-fights between associations / groups, spoiling the work culture of the circle and wasting of precious time of so many executives.

From above illustrations it may be seen that the above violations are not in the interest of organization and discriminates the direct recruitees in such a way that their requests might not be considered until they start falling in the category of the executives mentioned in point 3.

This association expects a reply from the administration on above issues and request you to eliminate all the hidden local variations and adaptations of transfer policies. We also request you to withhold the above referred transfer orders and reissue the same transparently in accordance with the waitlist prepared and displayed by the administration.

This association request you to kindly look into it and take corrective measures in upholding of BSNL transfer policy in true sense and spirit.

Enclosures:

- 1) Annexure – I → JTO Transfer Order Dated 08.04.2016
- 2) Annexure – II → JTO Waitlist as displayed on Intranet Dated 26.03.2016
- 3) Annexure – III → SDE Transfer Order Dated 02.04.2016
- 4) Annexure – IV → SDE Waitlist as displayed on on Intranet Dated 10.03.2016

Yours faithfully,

P. Mathew Kochuvarkey
Circle Secretary
AIGETOA Gujarat

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