



ALL INDIA BHARAT SANCHAR NIGAM LIMITED OFFICERS' ASSOCIATION

Central Headquarters
49, Greater Ganga Colony, Ganga Nagar, Mawana Road, Meerut - 250001
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PRANAB KUMAR MONDAL
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GENERAL SECRETARY
JANARDAN YADAV
Mob. 9412708800

Ref. No. ...AIBSNLOA/CHQ/2022/9

Date 01-05-2023

To,

Shri P. K. Purwar
CMD, BSNL
New Delhi-110001

Subject: **Contemplation of comprehensive guidelines for implementation of transfer & posting in fair, transparent and equitable manner - regarding**

Sir,

Lot of changes in terms of policy is witnessed especially after VRS 2019. Restructuring has been completed, MSRR of all the cadres have been amended and process of formation of pools of officers for CGMs posting etc is underway. We attended your address on 28th Feb 2023 at corporate office, and fully agree with the initiatives and roadmap for overall growth of BSNL. Under prevailing circumstances, increase in revenue in FY 2022-23 is really a pleasant feeling and sense of security for all of us. All this is a happy result of the foresight and tireless effort of you and your team. In this journey, you must have also acknowledged the contribution of gross route and front line workers.

2. Proper and adequate planning of human resource is an important and essential step for efficient, prompt and timely implementation of policies and deliverance of services to the satisfaction of our esteemed customer for retaining and gaining their faith. This is the only way to proceed and increase business and market share in current competitive scenario. However, it is genuinely felt that existing practice of transfer & posting is not transparent, fair and accountable to the extent it is required. There are numbers of incidences of its violation at every level for inappropriate reasons.
3. It is also observed that sometimes extraneous factors override the fundamentals of transfer without actual assessment of cause of happening. It is extremely dangerous and undesired situation for an individual and organization. Such cases are not openly discussed and/or properly inquired before initiating action in the matter. Concern executive even does not know cause of action and also not get any opportunity to present his view. Such decisions cannot be termed credible. It creates trust deficit and negativity in rank and file which is absolutely undesired element in progressive growth of any organization. Canons of subject in reference and principle of natural justice always and in all circumstances should prevail.
4. After VRS transfer & posting in terms of count and frequency has increased in order to rationalize the staff strength according to restructuring norms. In 2022 corporate office issued transfer of about 500 on longest stay basis. Transfer of more than 500 executives in SDE and DE cadre is under consideration at corporate office and similar activity is also taking place at circle/BA level. Approximately 20 to 25% of total strength of executives will be transferred if exercise is completed. If request transfers are also added to it, this figure may arrive up to 35-38% of total strength which is very high. These transfers will be issued at

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three different levels simultaneously. Prevailing trends and practices are strong reason to believe that process would not be completed in rational, fair, and transparent manner at every level and it is a matter of serious concern for us. Theory of survival of fittest should not be allowed to prevail in any circumstance and management should own this responsibility.

5. Anyway, if it is seen from BSNL's point of view, then it is not at all that transfer policy and other guidelines like rotation from sensitive seats have been adhered in totally in the circles/BAs which are performing very well or no transfer posting has been done in the circles/BAs whose performance are not up to mark. Transfer posting, performance and discipline in overall terms should not be combined together for effecting transfers.
6. Financial angle is involved in Transfer & Posting. Therefore, it is very important to evaluate the effects of transfers issued in 2022 on overall performance of executives and company. We demand and would appreciate for publishing comprehensive report on this matter. Every executive wants better pay and facilities. 3rd PRC is still pending. We appreciate and endorse your view that, it will become possible with the overall and sustainable growth in bsnl especially in terms of revenue.
7. 3rd MV (Membership verification) of executives is under way and proposed transfer posting will definitely disturb the level playing field and give advantage to majority and support association who enjoy special privilege and protection from transfer at various level. They are placed in position to influence the election process through transfer postings. It is understood that with the start of 3rd MV process, model code of conducts have come in force. Order in this regard should be issued immediately as happened during 2nd MV. Model code of conduct was then notified with notification of election on 16-06-2020.
8. We should not forget the publication of seniority list-9 just before 2nd MV. It was prepared in violation to hon'ble Supreme Court guidelines (Sh S.K. Dubey Vs Union of India & Sh Vinod Verma Vs Union of India). Executives of both sides i.e. beneficiary and sufferers of this process approached hon'ble courts and seniority list was further revised in view of court directions. Several lakhs were spent in attending the court proceeding. Huge man power was further invested in correction of seniority list 9. The point is that, those who acted in contravention to the decision already approved in case of list 8 and influenced the election process by doing so were not made accountable for their action.
9. Panel of eight participating associations in election has been finalized and published on 17th April 2023. But, it is noticed that agenda meetings, immunity from transfer and other facilities and protections are continue to majority and support association, which is not admissible at this juncture and biasing the election process.
10. In view of above, we request you to take immediate action on the following points:

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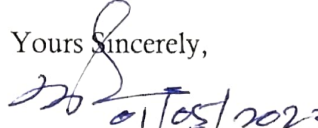
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- Please instruct to concern section/authority to notify the model code of conduct and its strict adherence at all level till completion of 3rd MV and with immediate effect, like it was observed in 2nd MV. It is very essential to insure level playing field during election.
- Please hold the process of longest stay and rotation transfer & posting at all levels ie corporate office, circles and BAs, till completion of 3rd MV. It is essential for holding free and fair election and maintaining level playing field to participating associations.
- Please issue instruction in writing to all concerned for providing equal opportunity to all participating associations. It is essential for resolution of genuine and urgent issues during election process.
- Transfer & posting process in practice cannot be termed in order for the reasons described in the preceding paragraphs. Therefore, comprehensive analysis and review of policy and practice is essential.
- Financial canons demand periodical and time-bound inspection and review of policies and projects where expenditure is involved. Transfer & posting should not be made exception. Precession, objectivity, transparency and fairness is required in utilization of financial and human resource in BSNL for getting better result.

With kind regards.

Yours Sincerely,

(Janardan Yadav)
General Secretary
AIBSNLOA

Copy for kind information and necessary action to:

- Shri Arvind Vednerkar, Dir (HR), BSNL, New Delhi.
- Shri Saurabh Tyagi, PGM, BSNL, New Delhi.
- Smt Anita Johri, PGM (SR & Restructuring) , BSNL, New Delhi.
- Shri S.N. Gupta, GM (Pers), BSNL New Delhi.