



All India Graduate Engineers & Telecom Officers Association Kerala Telecom Circle

Web: www.aigetoakerala.org, Email: aigetoakerala@gmail.com

Circle President
Muhammadali. MC
9446549066

Circle Secretary
Saheer. S
9446060060

Circle Treasurer
Maxmilan. K
9446429122

No: AIGETOA/KRL/CGM/19-22/19

dated: 09/04/2020

To,

Shri. C.V.Vinod ITS
Chief General Manager Telecom
BSNL Kerala Circle , TVM

Respected Sir,

Subject:- Inter Circle Transfer of GATE recruited JTOs during post VRS deployment reg
Ref- 1. Ltr No: AIGETOA/KRL/CGM/19-22/07 dated: 18/11/2019

We would like to draw your kind attention towards our earlier communication vide letter under reference dated 18/11/19 , with regard to consideration of GATE recruited JTOs inter Circle transfer requests during Post VRS Scenario. After the VRS, as expected the executive staff strength has reduced considerably in all the circles. Now it is expected that corporate office will formulate the new staffing norms and staff deployment in various circles including territorial and non territorial ones soon. In this scenario, inline with our earlier submission **we humbly request that the native circle transfer requests of GATE recruited JTOs working in Kerala Circle may kindly be taken with Corporate office** for various reasons as mentioned below.

Your kind attention may be bestowed on the hardships of many GATE recruited Non Keralite JTOs (around 110+) who are posted away from their home states and working at Kerala. *These young JTOs are giving their best for the company under strained conditions due to completely different culture, food, language, life style etc, as majority of them are from Central, Northern , Western and Eastern region of India.* Now it is a known fact that there is shortage of JTO/ SDE level executives in those territories and at this juncture if the organization is able to consider these executive's requests, these talented lot can share the work load and responsibilities in the native/ requested states and expected to deliver further best. This will also help to **reduce the financial burden for displacing executives** for the organization to meet the shortages, as these proposed inter circle transfer is on request basis. **The field level manning & management will be more effective** if the executives are familiar with local language and related fabric of various regions. In addition **their personal requirements (being with family) & food culture can be met** within comfortable zone and thus a more motivated workforce will deliver the need of the department better and which will also meet the executive shortages in various circles to some extent.

We appeal your goodself to take this matter on priority in such a way that **options can be called from (for different circles) from those executives who are willing to work** in their native circles / territories and such requests may be considered as a one time measure which will be **mutually beneficial to the executives and organization** in the light of VRS shortage. We are sure that this will create positive vibes in the minds of employees and will in turn ensure better output as well as better employer-employee relationship in the company.

Yours truly,

Trivandrum
09-04-2020

Saheer. S
(Circle Secretary)
AIGETOA Kerala

Copy to : 1. Shri. R Satheesh , GM (HR/Admin) , O/o CGMT BSNL Kerala



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No: AIGETOA/KRL/CGM/19-22/07

dated: 18/11/2019

To

Dr. P T Mathew , ITS
The Chief General Manager Telecom
BSNL Kerala Circle , TVM

Respected Sir,

Subject :- Request for consideration of Inter Circle transfer requests of JTOs (GATE Recruited) during post VRS redeployment Reg.

This association had already put forth many suggestions/ strategies with regard to Operation & HR verticals in BSNL considering post VRS scenario in BSNL with your good self. The members of this association are also actively contributing to the management's decision on various fronts in line with the same. Now We would like to draw your kind attention towards an important matter which may be taken with higher level for kind consideration as per the need / requirement arises in post VRS scenario.

In Post VRS scenario the executives in circles may be reduced to almost 40% to 60% and the remaining executives has to shoulder the responsibility of managing the operations of the organization with additional load sharing. *Kerala circle hold the higher number of DELs and BTS site concentration across the state terrain.* Considering this aspect, **the executives in Kerala circle may be allowed to continue at this circle itself. More over displacements at this changeover juncture will create chaos and confusion in field manning and will directly affect the productivity of most making circle in BSNL from its inception.**

On the other hand, it may be noted that, **In Kerala Circle there are around 120+ GATE recruited JTOs who are native of other Circles / states** who are nearing two years of service span in Kerala. *These executives belong mainly from Andhrapradesh, Telgana, Rajasthan, Jharkhand, Bihar, Uttarpradesh, Utharakhand, Kolkatta, WestBengal, Haryana, Himachal Pradesh states.* It is a fact that **the field level manning & management will be more effective if the executives are familiar with local language and related fabric of the various regions.** Hence we submit that, **these executive's inter circle transfer requests may be considered to native places / circles** as one time measure, so that their personal requirements(being with family) can be met within comfortable zone and organizational need / requirement of executive shortages also can be full filled.

Yours truly,

Saheer. S
CS , AIGETOA Kerala

Trivandrum
18-11-2019

Copy to

1. GM(HR/Admin) , O/o CGMT , Kerala for kind information & n/a
2. GS, AIGETOA CHQ for kind information & n/a