



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

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No: CHQ/AIGETOA/423

Dated: 5<sup>th</sup> July- 2013

To,

The Sr. G.M. (Pers)  
BSNL CO, New Delhi

**Subject: Request for modification in posting order issued through LDCE for SDE (T) held on 4<sup>th</sup> March-2013 in some specific cases.**

**Reference:** Your office letter No. 2-16/LDCE/2012-Pers. II dated 2nd July-2013

**Dear Sir,**

At the outset, on behalf of this association I extend profound gratitude for issuing posting order of LDCE passed candidates in such a short time after declaration of result. This has not only enhanced the career prospectus of the completely stagnated executives but also induced a lot of motivation and faith towards management.

Issuing posting order of more than 2300 candidates in such short span of time is really difficult job which has done with strong commitment and hard work of your cell under your kind leadership.

Although posting order issued vide letter mentioned under reference in such short span of time is unquestionable yet there are some factors which have been left in consideration while issuing posting order hence submitted below for your kind consideration and favorable action.

- 1. Mass displacement from some of the circles like AP, Orisa, Punjab, KTK, MH and MP:** kindly refer the following table regarding analysis of SDEs in different circles after posting of LDCE passed candidates.

| Circle | Sanctioned Post of SDE | working Strength of SDE as on 31.03.2013 | shortage of SDE as on 31.03.2013 | Total no of promotion through LDCE | no of candidates displaced to other circle in LDCE promotion | No of candidates retained in the circle in LDCE promotion | % OF displacement in LDCE promotion | shortage of SDE after counting LDCE posting |
|--------|------------------------|--|----------------------------------|------------------------------------|--|---|-------------------------------------|---|
| AP     | 1601                   | 996                                      | <b>605</b>                       | 412                                | 302  | 110   | 73.30                               | <b>495</b>                                  |
| OR     | 478                    | 386                                      | <b>92</b>                        | 83                                 | 82   | 1   | 98.80                               | <b>91</b>                                   |
| PB     | 846                    | 601                                      | <b>245</b>                       | 166                                | 132  | 34  | 79.52                               | <b>211</b>                                  |
| MH     | 2270                   | 1552                                     | <b>718</b>                       | 105                                | 67   | 38  | 63.81                               | <b>680</b>                                  |
| MP     | 937                    | 559                                      | <b>378</b>                       | 168                                | 74   | 94  | 44.05                               | <b>284</b>                                  |

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The above table shows that there are yet huge shortage of SDEs in the circle from where major displacement is done. No such displacement is done in past hence one side such mass displacement from these circles has created unrest among displaced officers and other side circle management will definitely not be in the position to afford and maintain the telecom services smoothly with such huge displacement of qualified executives working in the important positions. More over para-11(d) of BSNL transfer policy says that,

**..... However, the number of officers transferred out of Circle at any time would not generally exceed 10% of the sanctioned strength in the Circle for officer's up to STS level.....**

This can be defended stating it is not applied for transfer on promotion but basic motto of the said paragraph will definitely be defeated with such huge displacement from one particular circle. Any shortfall in other circle where these executives have been transferred may be managed in phased manner in future promotion through seniority cum fitness or LDCE which is likely to happen shortly but such enblock and one shot displacement will definitely going to harm many fold one circle then benefits to other circle. Hence this association seeks your kind consideration and favorable action in this regard to minimize the mass displacement within a limit of 10% from the circles mentioned above.

**2. Immunity to the circle office bearers and CHQ office bearers of the association.**

This is only association representing the issues of direct recruits who are having different service conditions and various contradictory interest and issues with respect to career and other benefits then absorbed executives. Office bearers of this association are pursuing various issues of direct recruits with circle as well as corporate management hence transfer of these representatives will badly affect the ongoing resolution of the genuine issues. Various assurance in this regard has been given to this association even in posting of last LDCE held in year-2007 representatives of this associations are retained in their parent circle on same ground hence this association request your kind to retain the circle and CHQ office bearers of this association for better coordination among association and management. List of such office bearers seeking their retention is already submitted and fresh list will be submitted shortly.

**3. Consideration of lady officers in retaining them in parent circle or in their choice of circle.**

While issuing posting order lady officers are not considered in retaining them in their parent circle hence it is requested to consider them to retain in their parent circle or in their choice of circle on sympathetic ground and guidelines issued by GOI. List of such affected lady officers will be submitted shortly.

**4. Consideration of physically handicapped candidates in retaining them in parent circle or in their choice of circle.**

While issuing posting orders physically handicapped candidates are not considered in retaining them in their parent circle hence it is requested to consider them to retain in their parent circle or in their choice of circle on sympathetic ground and guidelines issued by GOI. List of such candidates will be submitted shortly.

**5. Consideration of couple and working spouse cases.**

While issuing posting order couple and working spouse cases are not considered hence it is requested to kindly consider the same on sympathetic ground as per guideline issued by Government of India. Request of such candidates will be submitted shortly

**6. Consideration of modification in transfer out of some discrepancies in posting order or any other valid reason.**

This association also received some representations from members of this association on account of some discrepancies in posting order (***e.g. some candidates recently got transferred to their parent circle under rule-8 in JTO cadre but again posted to previous circle or other circle***) and/or any other valid reason seeking their modification in posting. The list of such candidates along with their representations will be submitted shortly for your kind consideration and favorable action.

This association is very much hopeful that your kind will consider our above genuine submission and take favorable action as early as possible so that promotion of such candidates does not suffer.

Thanking you,

(R P SHAHU)

General Secretary

**Copy to:**

1. The CMD, BSNL BSNL CO New Delhi.
2. The Director (HR), BSNL CO New Delhi.
3. Sr. G.M. (SR) BSNL CO New Delhi