



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

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Dated: 27/05/2013

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

Subject: Filling up the vacant post of SDE in hard tenure/unpopular station by operating longest stay so that LDCE qualified shall not be panelized.

Dear Sir,

Kindly refer following clause of BSNL employee's Transfer policy:

Para-6(a): Transfer on the basis of completion of post/station/SSA tenure shall normally be done each year. Transfers involving Station, SSA, Circle, urban or rural posting change shall be undertaken for meeting the shortages and service demands for difficult/unpopular area postings, request from employees posted on tenure/hard tenure stations and others. **The request of employees coming from hard tenure/tenure stations shall be accommodated, if necessary by displacing other employee, depending on the longest stay basis.**

Para-11(f): For considering executives for tenure posting on transfer, the executives with longest stay in a particular circle would be considered first. Female executives would also be encouraged to serve in tenure postings. However, posting of unwilling female executives to hard tenure stations would be avoided. Due recognition to female executives who have served in hard tenure locations shall be given in their ACRs.

The above 2 para of BSNL transfer policy clearly states that transfer in tenure/unpopular station shall be done every year on the basis of longest stay in a particular circle.

It is just to remind your goodself that many SDE promoted through last LDCE for SDE (T) held in year-2007 have been posted and relieved in hard tenure station instead of filling up the same post by relieving of already transferred SDEs on the basis of longest stay, which had become the reason for high unrest among the LDCE qualified executives and strongly protested by this association hence management had to take their step back.

Promotion should be treated as award and not the penalty. Hence transferring the executives to hard tenure/unpopular stations who are getting their first promotion after a very long wait and retaining the executives in same circle for more than 20 years is not only the violation of own transfer policy but also induce high level of demotivation, unrest and unfaith among LDCE qualified executives.

Therefore you are kindly requested to fill up all the post in hard tenure/unpopular station on the basis of longest stay only and the promoted staff more than the sanctioned strength through LDCE (if any) in a particular circle may be transferred to other circles having shortage of SDE strictly on the basis of their choice and merit.

This association is hopeful that your kind will look into the above submission and take appropriate action accordingly.



(R P SHAHU)
General Secretary

Copy to:

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