



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )

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GS/AIGETOA/2022/100

dated 19.09.2022

To,

**Shri P. K. Purwar,**  
**Hon'ble CMD, BSNL**  
**BSNL CO, New Delhi**

**Subject: Conversion of existing soft tenure areas i.e. Almora, Srinagar(Gwl) & New Tehri OAs of Uttrakhand Circle to Two Year Hard Tenure Stations -Reg.**

Reference: 1. UKD/CGM/Monitoring/2022 dated 25.08.2022  
2. Letter of AGM (Admin), o/o the CGMT Uttrakhand dated 13.07.2022  
3. Details of Major Aapdaa occurred in the Uttrakhand state and making it more vulnerable

**Respected Sir,**

We want to draw your kind and urgent attention towards the plight of Uttrakhand Circle facing acute hardship due to its harsh terrains making working atmosphere very difficult causing acute shortage of employees to man the positions and maintain the services. We have represented the issue many times to the authorities at various levels in corporate Office but no decision has been taken so far. The *CGMT Uttarakhand has also written a DO letter (enclosed) on the subject matter highlighting severe difficulties associated to work at these places and suggested measures also to convert three difficult terrain OAs namely Almora, Srinagar(Gwl) & New Tehri from Soft Tenure Station to Two Year Hard Tenure Station to attract employees from other Circles to work in these areas to break their long stay Circle Tenure as they are opting for J&K, Assam, NE etc.*

***The Circle is not finding officers to be posted due to extreme weather, difficult terrain and lack of basic amenities resulting in serious challenge to maintain Telecom Services in these areas and unable to tap the business opportunities. These places of the Circle has almost similar difficulties as associated with other Hard Tenure Stations i.e. J&K, Assam, NE etc. Extremely difficult situation can further be understood from the incident that how one JE got stuck-up in the hilly terrain for four days recently, while gone to survey of the Mobile BTS of uncovered village in one of remote part of the Circle. Further, this is not an out of the box requirement but BSNL CO has issued such direction to convert these places as tenure place in 2010 also. In this regard, following important points also needs your further consideration:***

1. Uttrakhand state, also called Devbhoomi, is a small state in North India which is majorly a hilly terrain (85% of the area) spread over approximately 54,000 square km. Highest peak, Nanda Devi, being 7.8Km high. Being majorly a hilly state, the population is sparsely spread, (189/sq km as per census 2011) which makes it immensely difficult to manage in perspective of telecom domain. Being hilly area with meager transportation facilities, they are extremely unpopular and very limited numbers of executives are available to maintain the services.

2. The hilly regions, being border to Nepal & China are extremely sensitive and are related to national security, additionally, these areas are lacking transportation facilities and also lack in basic infrastructures and facilities like schools, colleges, medical care, etc. Being sensitive in national security and lacking the facilities, officials find it difficult to maintain the work-life balance and thus ensuring availability of officials at these areas becomes very difficult.
3. These areas are already declared as soft tenure stations vide BSNL CO letter no. 412-10/2009-Pers I Dtd 23-06-2010, however due to policy issues like loss in HRA, withdrawal of tenure break by Corporate Office, etc even the officers of Uttrakhand Circle find these areas unpopular and instead choose to get transferred to other Circles/tenure areas like J&K, A&N, Assam, North East, etc instead of soft tenures of Uttrakhand Circle. The above reasons are in addition to absence of basic health facilities, absence of proper connectivity, costly living, extreme weather conditions, snow falls, heavy rain falls, frequent Aapdaa, etc.
4. Apart from all the reasons mentioned above, frequent Aapdaa occurring in the state has become a cause of concern. Every year due to occurrence of cloud bursts, heavy rain falls, flash floods, landslides, forest fires, hundreds of people are killed. Additionally, to reinstate the damages to media and telecom equipments manpower is required at such times, which is missing due to non-availability of same in the circle itself.
5. The previous instances of earthquakes and Aapdaa in the state were extremely great in magnitude for ex. earthquake of year 1991, Himalayan Tsunami which occurred in year 2013, and many more which resulted in thousands of people dead and Lakhs of people affected. A list of such Aapdaa has been enclosed as referred at #3.

*In view of above, officials of other circles do not opt for posting in Uttrakhand Circle, while the executives of this circle opt for other hard tenure stations instead of the circle itself, due to which very limited number of officials are available for posting at these areas repeatedly. The only viable solution to this long existing problem in the state is to declare the OAs of Almora, Srinagar (Gwl) and New Tehri as Two Years Hard Tenure with all attached facilities of hard tenure stations. If these SSAs are declared as hard tenure then the facilities attached to such stations will encourage officials of other nearby Circles also to opt for posting in these areas thereby ensuring required number of executives for ensuring proper telecom services to the esteemed customers of BSNL of the state.*

**We, therefore request your kind intervention to declare the three OAs namely Almora, Srinagar (Gwl) and New Tehri of Uttrakhand Circle as Two Year Hard Tenure Stations to meet the immediate requirement of the Circle and encourage the Executives to join these places to break their long stay tenure in home Circle.**

Thanking you.

Yours Sincerely

Sd/--

**(MD. WASI AHMAD)**  
**General Secretary**

Copy to:

1. The Director (HR), BSNL Corporate Office, New Delhi for kind information please.
2. The GM (Pers), BSNL Corporate Office, New Delhi for kind information & NA please.