



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2022-23/14

Dated: 07.12.2022

To,

Shri P K Purvar Ji
Chairman and Managing Director
BSNL, New Delhi

Sub : Issues faced by executives posted in 4G –Saturation Project and extension of Hard/Soft Tenure facilities to all such executives – Reg.

Ref:- Lr No:-TA/STB/BSNL Trf.policy/NE/2007/KW-2/57 dtd at HD , the 28.07.08.

Respected Sir,

The following few lines are brought to your kind notice for favorable action to the executives who are working under 4G Saturation Project in many difficult terrains across India. **It is a well-known fact that, the executives working under 4G Saturation Project are facing really tough issues at many places with respect to transportation, besides local extreme climatic conditions. Sometime they are not even getting drinking water, food and other basic amenities at these places.** *The teams are daily moving 10 to 15 km on foot at some areas for identification and acquiring site at most of the sites, as there is no proper route to the locations. The teams are not even having proper accommodation at those locations, as sometimes they need to stay at the site location to complete the tasks in time, causing damage to the health, which in turn is interrupting the scheduled work.*

In view of above critical conditions, it is high time to motivate the executives by extending hard /soft tenure station facilities to all such executives posted in 4G saturation project at extremely difficult terrains as per suggestions stated below and to complete the project with in the time limit set by the CO ND:

- 1. The tenure for working teams in 4G Saturation Project should be clearly identified and conveyed to all as a policy measure.** As these areas come under USO, they are not covered so far by any other mobile operator because of the tough working conditions like no transportation, left wing extremism and non-existence of basic medical facilities, tough terrain conditions etc. which are well known to everyone. Due to these prevailing conditions, the executives working in this special project may be extended Circle break-in service considering as Hard/Soft tenure areas as a special case as these areas will meet BSNL CO ND, norms of Hard/Soft tenure stations.
2. As the working conditions in this project are not less than the hard tenure declared stations by CO ND, if any executive is necessarily to be transferred and posted under this USO CM- Project, his tenure under 4G saturation Project may be Considered as Hard/Soft tenure and Extension of full-fledged tenure and hill area allowances, as per the norms, as a special case for smooth execution of this difficult project. This may boost the morale of the executives to work with high satisfaction levels though they are posted in difficult terrains and hilly area.

It is requested to consider our above submissions for a detailed deliberation and examination thereof and issuance of the firm policy guidelines as amendment to the existing transfer policy thereafter. This small consideration on the part of management will go a long way in motivating executives to work in all such difficult projects which ultimately will result in timely completion of all such difficult projects and generation of revenue well before time.

With Kind regards

With Regards

Yours Sincerely

Sd-

Pavan Akhand

For: General Secretary, AIGETOA

Copy to:

1. Shri Arvind Vadnerkar Ji, Director HR, BSNL Board for kind information and necessary action please.
2. PGM (SR & Restructuring), BSNL CO, New Delhi for kind information and n/a please.