



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION  
Central Headquarters New Delhi**

**President**  
**RAJ PAL**  
Mob: 9868123459

**General Secretary**  
**Shaji V.**  
Mob: 9446450450

**Dy.General Secretary**  
**J.K. Patel**  
Mob: 9427300300

**Financial Secretary**  
**Dinesh Kumar**  
Mob: 9868155681

No. AIBSNLEA/CHQ/CMD/2023

Dated 25.09.2023

To  
Shri P.K. Purwar ji,  
CMD, BSNL  
New Delhi - 110001

Subject: **Streamlining Executives' Transfer, posting, and immunity from transfer through ERP automation to reduce the over-politicization of some Associations and for the early turnaround of BSNL to its pristine glory** reg

Respected Sir,

At the outset, we express our sincere appreciation for the effective and systematic management of BSNL under your esteemed leadership. Your dedicated efforts have led to the streamlining of numerous nuanced aspects within our organization.

BSNL has undergone a significant transformation, successfully systematizing various aspects that were previously less ordered. This has undoubtedly enhanced the overall efficiency and functionality of BSNL, for which we commend your leadership.

BSNL Management has consistently shown unwavering support for legitimate points raised by various Associations. Your commitment to working collaboratively with these associations is commendable and instrumental in driving positive change within the organization. **Despite these commendable efforts, we wish to project some more areas wherein your kind notice is invited to enable corrections.**

**1. Addressing Unlawful Favouritism:** Some Associations are allegedly favouring their members illegally to shield them from routine transfers from post, BA, or Circle to secure their support. This action has resulted in the forceful enlistment of the executives working under the protected officers into their association in cases where the subordinates are members of other Associations. Such practices have created an atmosphere of fear and apprehension among subordinates.

**2. Challenges in Rotation Transfers:** Although sensitive posts are well-defined in BSNL, certain corners have resisted the rotation of officers in these positions. This resistance appears to be motivated by a desire to gain advantages for the members of some Associations, particularly with regards to favourable transfers and postings, while simultaneously imposing punitive postings on non-members of these Associations.

**3. Concentration of Sensitive Posts:** It is noticed that there is a concentration of sensitive posts within specific circles or BAs where these positions have been occupied or reserved for a single Association over an extended period. This trend raises concerns about fairness and inclusivity within BSNL.

**4. Forceful Enlistment of Members:** Disturbing complaints have arisen concerning executives who initially joined as JTOs or nonexecutives in one BA and have now risen to the position of BA head. These individuals, often through their respective associations, are alleged to forcibly enlist members from other associations, further deepening divisions within BSNL.

Sir, we acknowledge that there are several pressing issues related to the BSNL executives, including matters related to the 3rd PRC, standard Pay Scales, E1+5 increments, Pay Parity, 30% SAB etc. We understand the constraints faced by BSNL management in addressing these issues, despite your favorable disposition. We wish to emphasize that while all Associations play vital roles in raising these concerns, some of the Associations should not primarily rely on immunity from transfers and favourable postings of their near ones to retain their members and for the forceful enlistment of the members of other Associations.

In light of these challenges, we respectfully propose the following recommendations for your kind consideration:

**1. ERP Automation for Transfers:** Implement an ERP automation system for intra and inter-circle transfer orders for executives. This system shall generate draft transfer and posting reports in line with the BSNL transfer policy once in every Year/Six Months.

**2. ERP Automation for Inclusion of Sensitive Postings:** Ensure that sensitive posting tenure transfers are incorporated into these reports to promote transparency and fairness.

**3. ERP Automation for Urban/Rural Transfers:** Facilitate urban and rural transfers within BAs through the automated system, fostering equitable distribution of opportunities.


**4. ERP Automation for Monitoring Immunity Cases:** A clear process may be devised in ERP to monitor immunity cases, generating auto transfer orders as and when immunity periods are completed.

**We believe that these measures will create a fair and transparent environment in which all associations can work collaboratively for the benefit of executives and the overall success of BSNL. Furthermore, they have the potential to reduce the over-politicization of some Associations within BSNL, fostering a more balanced and inclusive organizational culture.**

**Thank you, Sir, for your time and consideration of these important matters. Your support in addressing these issues will undoubtedly contribute to the continued improvement of our esteemed BSNL.**

With Kind regards

Sincerely,



G. S. Saji V  
General Secretary  
At BSNLEA CHQ

Copy for kind information to:

1. Sh Arvind Vadnerkar, Director (HR) , BSNL Board, BSNL CO , New Delhi.
2. Sh Kalyan Sagar N , the OSD to CMD BSNL, New Delhi.
3. Ms. Anita Johri, PGM (SR), BSNL CO, New Delhi.
4. Sh S. N. Gupta, PGM (Pers), BSNL CO , New Delhi.