



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/CMD/2011-12

Dated: 26.07.2011

To,

Sh. R.K. Upadhyay
CMD BSNL
New Delhi-110001

Sub: Mass Transfers of BSNL civil wing Executives and non executives to sales and marketing arm under BSNL Rajasthan circle Jaipur –reg.

Ref.: 1. AGM(Mktg.), Raj. Circle Letter no. Mktg./Sales/4-108/Camps-Melas/10-11/1 Dated:05.08.2010
2. Transfer order No.: STA/Tfr/ Pstg/ Civil / Ch.II/82 dated 25.06.2011.
3. Transfer order No.: STA/Tfr/ Pstg/ Civil / Ch.II/8 & 9 dated 07.09.2010.
2. Transfer order No.: STA/Tfr/ Pstg/ Civil / Ch.II/51 dated 22.04.2011

Respected Sir,

We would like to bring to your kind notice that CGMT Raj. Circle vide letter no. Mktg./Sales/4-108/Camps-Melas/10-11/1 dated:05.08.2010 instructed to all SSA Head Raj. Circle to form Sales teams of officers of Civil Wing on experimental basis for a period of one month (Aug'2010) and in this regard mass transfer orders of BSNL Civil Wing executives/non-executives were issued vide above mentioned references in violation of BSNL Transfer Policy. Moreover, these transferred executives / non-executives are posted in Mktg. Cell for only monitoring of various ongoing Mktg. Schemes in SSAs and the output of these transferred executives / non-executives is ZERO. Whereas, these executives and non-executives having expertise of Civil work should have been utilized for Civil work, taking Civil Projects in other PSUs, State / Central Govt. departments. The Civil Wing employees are frustrated & feeling demoralized.

Reference to above, following facts are being brought to your kind notice for favour of consideration please.

- Mass transfers of BSNL Civil wing Executives and non Executives have been ordered recently in Rajasthan circle Jaipur from civil wing arm to sales and marketing arm is the gross violation of transfer policy, issued vide BSNL HQ. No. 6-1/2007-Restg. Dated 13th August-2008. Since,

these transfer should be in tandem with mode of recruitment to the post of which the official seeks transfer i.e. job design should be taken into consideration.

- Transfers are unilateral and are entirely different from the existing Job design. The civil wing Executives / Non executives are experienced and trained for a specific job design. The mass transfer of civil wing executives to sales and marketing arm without having any orientation or attitude towards sales and marketing shall be wastage of BSNL human resource.
- The civil wing Executives Transfers made in the recent past have also not served any fruitful purpose. The executives are not able to perform on account of different back ground of job design. The executives/ non executive having qualification and preference to serve in sales and marketing arm should be given preference to serve in sales and marketing arm instead of posting them unwillingly.
- The BSNL HQ is already making recruitments to fill the shortage of executives. The civil wing executives in the BSNL have proved their presence by making profits through external work and other projects. The similar efforts in Rajasthan circle under the leadership of Chief Engineer (Civil) Rajasthan Zone Jaipur should be made and possibilities should be explored and ensured as per delegated norms and powers assigned to CE(C) by BSNL HQ New Delhi. The responsibilities for taking external project/ works shall not only earn profit to BSNL but also utilize the strength of civil wing human resource.
- Finally, it is concluded that such type of inter discipline mass transfers are not in practice anywhere in BSNL. These transfers defeat the basic purpose, objectives of transfer policy, management right and need of transfer.

We would, therefore, request you to kindly intervene in the matter so that unjustified transfer orders of Civil Wing employees in Raj. Telecom Circle are cancelled with immediate effect and efforts should be made to explore and ensure the job design for job rotation transfers in future.

With kind regards,

Yours Sincerely

-sd-

(PRAHLAD RAI)
General Secretary

Copy to:-

- Sh. A.K. Garg, Director(HR), BSNL CO, New Delhi-110001
- Sh. S.M. Talwar, ED(NB), BSNL CO, New Delhi-110001
- Sh.A.K. Gupta, PGM(BW), BSNL CO, New Delhi-110001