



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

President
P. VENUGOPAL
Ph. 9868283969 (M)

Financial Secretary
B. RAVINDRANATH
Ph. 9868101880 (M)

General Secretary
PRAHLAD RAI
Ph. 09868278222 (M)

No. AIBSNLEA/CHQ/DIR(Fin)/2012

DATED 01.05.2012

To

**The Director (Fin)
BSNL CO
NEW DELHI-110001**

Sub: Settlement of staff grievances – reg.

**Ref: 01. AIBSNLEA/TN letter dated: 24.02.2012.
02. Minutes of the meeting held on 07.03.2012 and released on 12.03.2012.
03. Minutes of the meeting held on 04.04.2012.
04. AIBSNLEA/TN letter dated: 11.04.2012.**

Respected Sir,

We constrained to bring to your kind notice that the issues raised by our Association are not at all settled and the officiating arrangement orders issued by the GM(F), Tamil Nadu Circle, still worsen the situation on the following points:

01. Officiating arrangement in the Cadre of CAO:

- a. Orders are issued not according to the understanding reached between the Circle Administration and the Association;
- b. 'Going down' the list, **as directed by the CGM is not followed.**
- c. 10 Officers for CAO officiating are transferred against their willingness and there by proposed to incur about **TWENTY Lakhs** as TA/DA.
- d. When the CAO DPC is under progress these transfers are unwarranted and expensive.
- e. The said vacancies can be filled up with regular CAOs who will be available within a month or two after the DPC.
- f. Hence these transfers by incurring huge expenditure that too against the willingness for officiating, is not a wise thing on the part of the Administration.
- g. Even the officiating arrangement with transfers, with the motive of making them to decline and debar, all the vacancies are not filled up. If officiating arrangement was made for all the vacant posts, the unwilling officers will decline at a stretch and the officers who are eligible and available in the station where there is a vacancy can be promoted immediately.
- h. But limited vacancies are only taken into account for officiating, so that the exercise of declining, debarring and promoting would continue for three or four times to fill up the vacancies which is not practicable and headache to the Administration.
- i. Also before completing the above process, the period of officiating of '**89**' days will be lapsed and thereby the said posts will be vacant which affects the smooth functioning of the SSAs.
- j. This proves the negative and perverted attitude of the GM(F). Tamilnadu Circle.

02. Officiating arrangement in the Cadre of AO:

- a. The senior JAOs who were already on officiating promotion are not considered on the plea of non-allotment of staff number, but in those places lady officers are transferred from Chennai to Erode etc.
- b. 'Going down' the list, as directed by the CGM **is not followed** in the case of AO officiating also. 17 Officers for AO officiating are transferred against their willingness and there by proposed to incur about **another TWENTY Lakhs** as TA/DA.
- c. When the AO DPC is under progress these transfers are unwarranted and expensive.
- d. The said vacancies can be filled up with regular AOs who will be available within a month or two after the DPC.

Hence these transfers by incurring huge expenditure that too against their willingness for officiating, is not a wise thing on the part of the Administration.

03. Transfer in the cadre of AOs:

- a. Apart from the transfer of **TWENTY SEVEN** officers on officiating promotion another **SEVEN** AOs are transferred on pick and choose method.
- b. We can understand if the transfers are ordered only to meet out the acute shortage, to the minimum extent as advised by the CGM.
- c. But the transfer order issued is on the basis of longstanding and not having the actual intention of filling up of the acute shortage.
- d. There is no acute shortage in Trichy SSA & CMTS Trichy, but two AOs are posted. But the most intelligent (?) point is one AO is transferred out from Trichy.
- e. This itself shows that there is no acute shortage in Trichy. But the transfer order is issued for the sake of transfer
- f. Accounts Personnel are being transferred on All India Basis twice or thrice in their career. Hence longstanding transfer (on completion of 10 to 12 years) within the circle is not acceptable when the same is **NOT** enforced in any other cadre those who are working in the same SSA/Station/Office **even for more than 30 years.**

04. Considering Request Transfers:

- a. Case of Shri.Jayaraman AO/TT to TVL: It was told that there was a disciplinary case against him. Now the GM/TT has given '**clean chit with best-wishes**' which was brought to the knowledge of GMF also. Even after that his case was not considered.
- b. Case of Smt.Akila- Retention at Trichy up to Jun-2012. We are discussing the case explaining the genuineness of her request to retain at Trichy up the end of Jun-2012 on humanitarian grounds for the past four months. It was informed by the DGMF that there is no precedence and she was already relieved. If there is a wish there will be a way. But there are umpteen number of precedence of allowing the relieved officers to rejoin when they got re-allotment order from Corporate Office. The case is still pending.

05. Recalculation of CAO/AO posts:

- a. This was done two years back and not implemented since then.
- b. Recalculation of posts is not done for other executive/non-executive cadres.
- c. Hence the present proposal is not acceptable to us.
- d. The same can be done for all cadres as on 31.03.2012.

Sir, there is no inch of progress in settling the issues raised for the past seven months and even after the withdrawal of the Agitiational programme on the intervention of the CGM.

Even the recorded minutes which were approved by the CGM are not at all taken into consideration by the GMF.

When a meeting was organized by the DGM (HR & Admn.) to discuss the minor issues **as per the written orders of the CGM, TN Circle**, the same was not at all cared by the GMF/DGMF which is a total insubordination.

Even then, we met the GM(F) on 12 .04.2012 on the advice of the CGM and pleaded for the settlement of the pending cases for which she responded positively. But the officiating orders issued for CAO/AO did not reflect any change in the attitude of the GMF.

Once again it is proved beyond doubt that the GM(F) is not willing to settle the issues, even if it is ordered in writing by the CGM, Tamilnadu Circle.

Hence we request you Sir, the HR activities in respect of Accounts personnel may be transferred to GM (TR) so that the Accounts Personnel will have some relief in their mind and work with the fullest satisfaction.

We would therefore request you to kindly intervene in the matter on the above issues. If the above issues are not settled then we will be compelled to restore the **Agitational programme which was suspended on the intervention/assurances of the CGM, Tamilnadu Circle.**

Thanking you,

Yours faithfully,
-sd-
(Prahlad Rai)
General Secretary