



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS

## ASSOCIATION, GUJARAT

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No: Guj /AIGETOA/ 98

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To

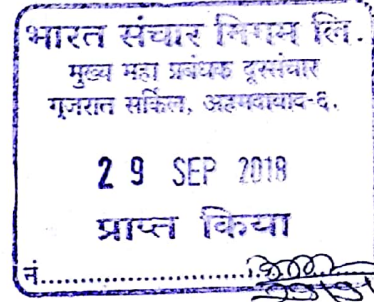
Dr. Pradeep Kumar Hota

The Hon' Chief General Manager Gujarat,

O/o CGM Gujarat Telecom Circle,

BSNL Telephone Bhavan, Navarangpura,

Ahmedabad-3800006



Subject: HR Issues of BSNL Executives of Gujarat circle reg.

Respected Sir,

Our association always keeps BSNL and its prosperity on top priority. HR/ Admin plays a very vital role in the same while dealing HR issues. Transparent and fair HR policies help improving the work culture, which further creates an atmosphere of justice and equality. On same lines, kindly find below the HR issues pertaining to the BSNL executives of Gujarat circle.

### 1) Centralization of EPF at Ahmedabad and Opening of dedicated EPF cell with adequate staff

Today there are about 2500 executives and non-executive of Gujarat circle recruited by BSNL and are covered under EPF norms. As per the norms, 12% of Basic + DA is to be deposited into member's EPF account every month from employees' salary and as well as equal amount from the employers' fund.

Earlier, every SSA was depositing these amounts to respective EPF establishment. At present, the EPF related work is partly centralized by clubbing the EPF work of 12 SSAs (C.O., ATD, AMR, BVN, BUJ, HMT, JNG, MEH, NAD, PNP, RJK, SRN) and given to AO HQ ATD. While EPF work of Vadodara & Godhara SSAs is done by Vadodara SSA, EPF work of Surat, Valsad & Bharuch is being done by Surat SSA and Jamnagar is doing EPF work for members of only Jamnagar SSA.

Further, day by day the activities related to EPF is increasing considering new membership addition, deletion & transfer posting, it is necessary to post sufficient staff to handle the work of EPF so that all the activities are executed in timely manner. Since there are strict provisions under EPF norms like damage and penalty on account of any delayed payment or delayed compliance, it becomes utmost important to ensure timely submission of documents & remittance of payment with accuracy. Hence it is requested to centralize the EPF account at Ahmedabad.

EPF members are facing problems while Intra circle transfers, as they have to allot another EPF account number and after that they have to transfer the balance. Further due to transfer in between the month, the accounting and posting errors arise. All such problems can be solved only by centralizing the EPF account at Ahmedabad and by posting sufficient staff, who can carry out all these work for all the 17 SSAs of Gujarat Circle.

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This will not only ensure timely submission of any payment, compliance but will also ensure uniform dissemination of any important information. Further it will facilitate for keeping centralized records of all the EPF related transactions for all executives of Gujarat circle properly.

**2) Refunding of the Security Deposit:**

Security deposit of Rs. 5000 of many Direct Recruited JTOs is not yet refunded even after 7-8 years of service. It is supposed to be refunded to the executive after completion of 5 years of service. Your kind intervention is requested for early resolution of the same.

**3) Inter circle Transfers in JTO/SDE Cadre:**

There are about than 100 executives in JTO cadre still waiting for their Inter circle transfers to their parent circle, since 8 to 9 years. It is humbly requested to kindly consider their request.

Transfer order of SDE is issued by BSNL corporate office on dated 10<sup>th</sup> August 2018 and 6<sup>th</sup> September 2018, there are 5 SDEs pertaining to Gujarat circle. They have already served Gujarat circle for 10-15 Years. Hence it is requested to kindly endorse their transfer orders and arrange for their early reliving.

The Inter circle transfer orders of JTOs were issued by Gujarat circle. While most of the SSAs have honored the transfer order and relived their JTOs, however some SSAs/WTR/WTP has not yet implemented the order. So it is requested to kindly intervene to relive these JTOs at the earliest and if required kindly adopt direct reliving by circle office through ERP.

**4) Intra circle Transfers in JTO/SDE Cadre:**

There are some executives in JTO/SDE cadre applied for Intra circle transfer, it is request to kindly address their request as early as possible.

It is requested to kindly consider above requests of the executives of Gujarat circle. Kindly give us a meeting at the earliest, for fruitful discussions in all of the above points. Thanking you.

Sincerely

P. Mathew Kochuvarkey  
Circle Secretary  
AIGETOA, Gujarat