



Circle President
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No: AIGETOA/Guj/ 2015-16 / 58

Dated 21st April, 2016

To The:
General Manager (HR/Admn),
Gujarat Telecom Circle,
AHMEDABAD.

Ref: No: AIGETOA/Guj/ 2015-16 / 56

Dated 12th April, 2016

Subject: Urgent and important HR Issues reg.

Sir, In the wake of recent developments, I would like to submit point wise representation as below. Kindly grant us a meeting to discuss the following HR issues.

1) Intra Circle transfer of JTOs / SDEs

Various serious omissions and discrepancies were observed in the JTOs / SDEs Intracircle transfer orders, which was highlighted by this association vide Ref letter. It is also known that there are few refusals received by Admin section by the transferred executives. It may be because these executives least expected their transfers this year as they were lower in the waitlist serial and they had expected / planned transfers later years. On the other hand many Intracircle hopeful executives had met GM Admin, Hon' CGMT and this association requesting the consideration of their requests.

One of the reasons of such a chaotic situation may be the complete dishonoring of the published waitlist and violations of the transfer policy, also the applications received on 16.03.2016 were considered i.e. even 5 days after the set deadline of 10.3.2016, bypassing the executive applied and waiting since 3-4 years.

Hence it is requested to kindly consider requests of JTOs keenly interested in Intracircle transfer, who have approached GM Admin, CGMT Gujarat and on higher serial number in the waitlist.

2) Consideration of Special case transfers

- i. **Spouse case transfers:** Kind consideration of spouse cases, where in the applicants are waiting since 5-6 years for union with their wife & Children and to disburse their family responsibilities.
- ii. **Medical case transfers:** Reliving of Shri Mahaveer Sad and Smt Pramila Kumari due to their serious medical conditions of their children. The treatment of their children is suffering due the delay in reliving, which may have serious long term implications on the health of the children.



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3) Regularizing the of strike period into leave period of agitation DR Executives

Regularizing the strike period of Feb 2014 and August 2013. Many SSAs / Units in Gujarat (GM Admn-Circle Office, Amreli, ATD, Baruch, Godhra, Surat, Himmatnagar, Surendranagar, Valsad, WTR/WTP, etc.) have resolved this issue by regularizing the strike period into leave period, but however only few SSA / units (Bhuj, Jamnagar, Rajkot) have yet not taken any decision in this regard and salaries of striking employees were deducted.

The quick addressal and resolution of employees issues plays an important part in building such a team where the team members may think beyond themselves in favor of organization. This can only be possible when the management, employee's representatives and employees themselves start thinking about the interests of each other. Our main concern and focus is BSNL development and growth. In return we just expect a conducive work environment to perform to our fullest potentials, for the same it is requested the HR and Admin to function with transparency without any bias, discrimination and injustice to any executive or group.

Yours faithfully,

P. Mathew Kochuvarkey
Circle Secretary
AIGETOA Gujarat

Copy to: CGMT Gujarat for Information