



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION, GUJARAT

## Circle President

Yashpal Siwariya  
Mobile: +91-9428513587  
Email: [president.aigetoa.gujarat@gmail.com](mailto:president.aigetoa.gujarat@gmail.com)

## Circle Secretary

P. Mathew Kochuvarkey  
Mobile: +91-9427860400  
Email: [secretary.aigetoa.gujarat@gmail.com](mailto:secretary.aigetoa.gujarat@gmail.com)

## Finance Secretary

Mayur Parmar  
Mobile: +91-9428822833  
Email: [mayur0100@gmail.com](mailto:mayur0100@gmail.com)

No: Guj /AIGETOA/74

Dated: 28<sup>th</sup> Feb 2017

To:

Dr. Pradeep Kumar Hota  
The Hon' CGMT Gujarat,  
Bharat Sanchar Nigam Limited,  
BSNL Gujarat Circle.

Subject: Inclusion of more points in letter requesting agenda meeting under Ref 1.

Ref 1: AIGETOA Letter: Guj /AIGETOA/73

Dated: 14<sup>th</sup> Feb 2017

Respected Sir,

Sir, BSNL Gujarat is in deep losses, we are not even in operational profits and further we are facing extreme competitive era. Acknowledging this critical situation, today main focus of each one of us should be turnaround of BSNL. We all should be on a mission for the same.

**One of the probable reasons for poor performance is gross discontent and unrest prevailing amongst the executives due to anomalies and confusions in the prevailing Intra Circle transfer policies.** For the same I would like to humbly present few suggestions to be taken care of in the forth coming Intra Circle transfer.

### 1) Following transfer waitlist strictly:

The wait list should be devoutly followed, with exceptions only to executives falling under 11(E) rule, Medical case and Spouse case, where preference can be given. Any skipping of waitlist should be based on policy published / displayed well in advance.

### 2) Avoiding misuse of Para 11(E) clause of transfer policy:

In past transfers it is observed that benefit of Para 11(e) was extended to own cost and request Intra circle transfer applicants of **Non-Soft Tenure SSAs**, while this clause of transfer policy clearly applies only to the executives working in Soft Tenure SSAs. The transfer from non-tenure SSAs, should be strictly as per waitlist.

### 3) Avoiding misuse of Immunity to circle office bearers:

Transfer immunity to office bearers of associations. This facility is provided for the purpose to carry out their association work and for smoothen liaisoning with their members and management. The immunity makes sense at the location where the purpose is best served, i.e. **immunity makes sense only if given at respective headquarters of SSA/Circle**, to which the office bearer represents. **This facility should not be misused by any office bearers to get enjoy comforts of home SSA** of his/her choice for indefinite period in the pretext of immunity.

It is also clearly mentioned in the notification dated 6<sup>th</sup> Jan 2017 Association Rules 10 (5) "The facility (Immunity of Transfer) enjoyed once at any level, viz CHQ, Circle or SSA **will not be available for the second time at the same level either in the same association or in any other Association**, in case the incumbent so joins another association".

Regd. Office No: HR019201602138

Website: [www.aigetoachq.org/](http://www.aigetoachq.org/) E-mail: [chqaigetoa@gmail.com](mailto:chqaigetoa@gmail.com)



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### 4) Ensuring benefit of transfer to deserved candidates:

Many executives have applied for both Inter circle and Intra circle transfer. This may result in transfers of an executive in short duration, which will cause **BSNL work to suffer and wastage of BSNL transfer fund**. So such practiced should be checked by defining minimum serving period of 3 years after a transfer, after timely declaration of this rule.

### 5) Honoring true spirit and purpose of transfers:

One of main purpose of Intra circle transfer is to sufficiently man unpopular tenure SSAs and to provide relief to executives who has served optimum period in tenure areas. So own cost and request transfer applications of executives of tenure SSA should be prioritized by considering in 2 years, while defining minimum serving period of 3 years in non- soft tenure SSAs.

**The anomalies highlighted defies some of the very purpose and aim of Intra Circle transfers.** A fair and transparent transfer orders will serve following purpose

- 1) Project a benevolent and honest image of Gujarat Mgmt / Admn among executives.
- 2) Remove all doubts and speculations in minds of executives of any wrong doing or manipulations.
- 3) Avoid Inter conflicts between associations, executives and management.
- 4) The feeling of equality and sense justice will prevail among the executives, the executives will hence be motivated to work for the betterment of BSNL.

It is requested to grant a meeting to discuss all of the raised HR Issues.

Thanking you.

Sincerely

P. Mathew Kochuvarkey  
Circle Secretary  
AIGETOA Gujarat

Copy to: GM Admin Gujarat Circle for kind information please