



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION, GUJARAT

Circle President

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No: Guj /AIGETOA/80

Dated: 16th June 2017

To:

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

Subject: Pending HR Issues Reg.

Ref 1 :-Guj/AIGETOA/73 Dated 14.02.2017
Ref 2 :-No. 5-32/2017-Estt.-IV/Rule 8 Dated 23.02.2017
Ref 3 :-No. 5-32/2017-Estt.-IV/Rule 8 Dated 17.04.2017

Respected Sir,

Kindly find below important HR issues of executives of Gujarat Circle.

1) Inter Circle Transfer : (Rule 8 and Spouse Case)

It is request to immediate issue the Inter Circle transfer orders for which acceptance consent have already been received. Kindly find the instruction laid via referred corporate office letter where it was clearly mentioned as quoted:- **“Maximum number of Inter Circle transfer may be considered as and when new JTO join on account of promotion or Direct recruitment”**. Till date approximate 490 qualified JTOs have joined the circle via LICE mode, they are young and well qualified and hence can be proper substitutes of Inter Circle transfer applicants. Also another 250 DR JTOs are in pipeline through GATE mode. A brief picture of overall intake in JTO/JE cadre in Gujarat circle is as laid down under:-

JTO AND JE RECRUITMENT SUMMARY			
NO.	MODE OF RECRUITMENT		Nos
1	JE to JTO LICE for Vacancy Year 2013-14	JTO	257
2	JE to JTO LICE for Vacancy Year 2014-15	JTO	86
3	JE to JTO LICE for Vacancy Year 2015-16	JTO	150
4	Direct Recruitment of JTO Gate-2017	JTO	260
5	Direct Recruitment OF JE	JE	200
		TOTAL	953

Till date 70 JEs have already joined the SSA (Increasing the head count) and other equal numbers will join by next week. In same manner other left out JEs will join in course of 15 days or so. But still Inter Circle orders are issued this year. **This is causing wide unrest and desperation among the Inter Circle transfer applicants.** Hence your good self is humbly requested to immediately issue the transfer orders of all consent received candidate and starting of process for rest of the Inter Circle transfer waiting list.

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2) Intra Circle Transfer :

The Intra Circle transfer orders issued on May 2017, only applicants from tenure areas were considered, There are many executives of Non-tenure SSAs like Valsad, Rajkot Surendranagar etc. are waiting for their transfers for more than 6-7 years now. There are also some executives have opted for Intra Circle transfer by refusing Inter Circle transfer, unfortunately this year both of their application would not be considered.

So, I humbly requested your honor to issue another Intra Circle order of the pending own cost Intra Circle transfer requests of non-tenure SSAs also. The waitlist which is displayed should be strictly followed in the transfer orders.

3) Devising of detailed/transparent local transfer policy in Gujarat

Many times at SSA level it is found that, unnecessarily, transfer and posting consumes lot of time and energy is of Admin and many executives in various SSAs, it further affects the work climate. Today we should make BSNL revival our prime and only focus.

For the same Gujarat Circle should have a Detailed transfer/posting policy laid down upto SSA level, in tune with prevailing transfer policy. Many Telecom circles like Maharashtra are having such detailed policies. The benefits of such policy expected are as below.

a. To Ensure Uniform and fair treatment to all Executives.

1. To stop untoward influences on transfer and posting, like favoritism, manipulations and association rivalry at SSA level transfer & postings.
2. Executives working in rural areas for long time, should have an fair option for coming and enjoy living in urban areas, in specified time.
3. Executive need to be safeguarded from abrupt and short duration station / seat transfers. He should not be harassed and allowed to peacefully work for prescribed time in a post, to maximize his output.
4. Executive should have option to come out of unpopular sections like Outdoor, Transmission, CMTS MTCE etc after serving for specified period.

b. Deserving person on a important job profiles, like Marketing, EB, SM, RM etc., considering person's Interest, Qualifications and Experience. To maximize output.

c. Promoting 'Job Rotation', executives will get trained in many different sections, making him more efficient and knowledgeable. There will not be any monopoly of few knowledgeable people.

Sir, It is once again requested to positively resolve all these issues immediately and grant us a agenda meeting to discuss these important HR issues.

Sincerely

P. Mathew Kochuvarkey
Circle Secretary
AIGETOA Gujarat

Copy to: GM Admin - Gujarat Circle for kind information please

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