



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION, GUJARAT

Circle President

Mayur Parmar

Mobile: +91-9428822833

Email: president.aigetoa.gujarat@gmail.com

Circle Secretary

P. Mathew Kochuvarkey

Mobile: +91-9427860400

Email: secretary.aigetoa.gujarat@gmail.com

Finance Secretary

Anurag Parmar

Mobile: +91-9426643043

Email: treasurer.aigetoa.gujarat@gmail.com

No: Guj /AIGETOA/ 93

Dated: 19th July 2018

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) **Fair allotment of executives to all SSAs:** Recently we have seen mass promotions in both SDEs and AGMs cadre. It is humbly stated that these human resources should be fairly distributed to all SSAs keeping in view the revenue potential and requirement of various SSAs.

BSNL turnaround and profitability should be sole motive in such decisions so as to ensure the overall development of whole Gujarat circle in all fields and areas, while keeping in view the prevailing financial condition of BSNL.

- 2) **Stay Policy for Displacement on promotion:** In reference to my above suggestion, It is humbly requested that the displacement/transfer on promotion should be on the "**long stay basis only**". There is following advantages by adopting this policy

- a. The executives recently returned to home SSA after tenure transfers will not be transferred again.
- b. There are executives who have already completed their tenure postings on their earlier promotions will not be disturbed again.

If we **won't adopt** the long stay policy there is the risk of repeated transfers of the executives falling under above two categories, while the long stay executives enjoying stay in the same SSA for very long time will be again at an advantage, in an unfair manner. This proposal is also in tune with the BSNL transfer policy.

Both DPC and LDCE promoted executives should be equally treated while displacement/transfer on promotion. Also if any association office bearer has availed immunity once in the past, he should not get the same benefit second time and should be considered for transfer.

Regd. OfficeNo: HR019201602138

Website: www.aigetoachq.org/ E-mail: chqaigetoa@gmail.com



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- 3) Considering of Inter circle Transfers :** There are more than 100 executives in JTO cadre still waiting for their Inter circle transfers to their parent circle, since 8-9 years. It is humbly requested to kindly consider their request.
Further it is requested to forward the Inter circle transfer request of recent LDCE promoted SDEs to BSNL HQ New Delhi in timely manner. These executives have served Gujarat circle since 10-15 years and are patiently waiting for their transfers to their home circle.
- 4) Reliving of JTOs transferred under Rule 8:** The Inter circle transfer orders of 71 JTOs were issued on dated 17.3.2018, while all the SSAs have honored the transfer order and relived their JTOs. But till now some SSAs, like Bhuj have not relived the transferred JTOs, even after the lapse of 4 months and allotment of ample number substitutes against the transferred JTOs. So it is requested to kindly relive these JTOs at the earliest and if required kindly adopt direct reliving by circle office through ERP.
- 5) Allotting appropriate/ challenging Job profiles to new direct recruited JTOs:** We are witnessing a large numbers of new direct recruited JTOs are resigning from BSNL. It causes disturbance in work, wastage of time and money of BSNL. It is a humble suggestion to give them good and challenging Job profile, considering their qualifications and areas of interest, as an effort to retain them as much as possible.
- 6) Immediate Submission of AIEL and ACR/APAR to BSNL HQ for SCF promotions:** AIEL and the ACR/APAR is called by the BSNL HQ vide letter: 2-3/2018-Pers-II Dated 3rd July 2018. The last submission date is 25.7.2018. It is a challenging task but is very crucial, so the compliance has to be submitted on time.

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