



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION, GUJARAT

## District President

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dtd at Ahmedabad 22.04.2016

To,  
Hon'  
G.M. Admin, ATD  
Ahmedabad

Subject: Suggestion on proposed draft policy for postings / transfer of executives in unpopular / difficult area postings of ATD.

In accordance with the cited subject, the Suggestions on various aspects of proposed draft policy for postings / transfer of executives in unpopular / difficult area postings of ATD are as below.

### **1. Purpose:**

It is well known that the executives working in some areas have to face difficult working conditions due to prolonged exposure to pollution, dust, extreme climate and long route distance travelling.

It is perceived as injustice and discriminatory as many of their equally qualified, experienced counterpart colleagues are enjoying a comfortable job profile in a conducive working environment since decades.

Such unpopular / difficult areas needs to be defined and their requests for better profile should be considered to keep them mentally & physically healthy and motivated.

### **2. Objective:**

- a. In the changing business environment, role/profile of employees needs to be augmented continuously. Functional managers need to be exposure in different types of work situations to develop them to be Business Managers
- b. Transfers/job rotation is required to achieve the following objectives:
  - (i) To have a mix of personnel positioned at different locations/jobs who have gained varied experience systematically.
  - (ii) To provide equal opportunities to work in different disciplines.
  - (iii) To enhance productivity and obviate monotony.
  - (iv) To meet the staff requirement of difficult/unpopular stations.



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### 3. Difficult/Unpopular Areas:

Suggested areas to be categorized as difficult / unpopular areas as below

- (i) External Plant MTCE (SDOP/JTOP)
- (ii) OFC / FTTH Construction and MTCE
- (iii) CMTS / RF MTCE

### 4. Tenure transfer criteria:

Suggested criteria for postings / transfer of executives in unpopular / difficult area postings of ATD are as below.

- 1) Tenure period shall be for TWO Years
- 2) Consideration of the transfer requests on completion of tenure
- 3) Incumbents may be posted at section of their choice, subjected to administrative convenience. Three choices may be asked.
- 4) The vacancy created would be filled by executive, senior most in areas other than unpopular / difficult area or by new incumbents of ATD.
- 5) It should be implemented in consideration of existing transfer policies.

This suggestion is in tune with the BSNL rotation transfer policy, BSNL corporate goals of well-developed personal with an all-round personality and to have a mix of personnel positioned at different locations/jobs who have gained varied experience systematically. A policy may be drafted to implement above suggestions uniformly in true spirit in synchronization with existing transfer policies.

(A.R.Parmar)

(District Secretary, ATD, AIGETOA)

Copy to:

- i. Hon' PGMTD, ATD for information please