



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION, GUJARAT

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No: Guj /AIGETOA/128

Dated: 12.12.2019

To

The Hon'ble Chief General Manager
Gujarat Telecom Circle
Ahmedabad-380006

Subject: Transfer & Posting in light of VRS-2019

Respected Sir,

In continuation to various suggestions submitted by us vide letter dated 15.11.2019, following is further submitted for kind consideration.

As the VRS-2019 has become a huge success where in almost 50% staff is going to retire w.e.f 31.01.2020, there will be an imbalance in existing manning of staff. It becomes imperative to utilize the remaining staff in a most judicial and efficient way so to avoid any disruption in services and to run our internal functions smoothly.

Since total 6467 employees will retire from Gujarat Circle, transfer of remaining employees seems inevitable to handle the post VRS situation. However, bulk or mass transfer, if carried out in hasty manner, will further collapse the system. Therefore before effecting any transfer of remaining employees for managing the post VRS scenario, actual number of staff required in each SSA in all cadres in all discipline needs to be worked out.

Further, own cost intra circle / inter circle transfers including tenure transfers can be considered while ascertaining the actual requirement in each SSA. Additionally, willingness for posting in shortfall/ tenure SSAs may also be called for manning the positions in that SSA. This will help us not only in minimizing the transfers in the interest of service and saving huge money on transfers but it will also negate any possibility of unnecessary transfer requests which may arise after finalization of manning of staff for post VRS situation.

1. **Intra Circle Transfer:** (Tenure / Own cost / Willingness)

- Request transfers of those executives who have been transferred to tenure stations in the interest of service and now have completed prescribed period of two years must be considered for smooth and regular manning of staff at these tenure stations.
- All the requests for intra circle transfer to other SSAs can be analyzed with incoming staff, outgoing staff and net effect on each SSA. Based on this, own cost request transfers can be considered, to the extent possible, to avoid unnecessary interest of service transfers.
- Willingness from employees for posting at tenure stations may be called so that continuous manning of various positions at these stations can be easily ensured.

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2. Inter circle transfer: (Rule 8, Spouse Case and Medical case)

BSNL Corporate office has recently issued some inter circle transfers in the cadre of AGM and DGM(Adhoc) for those executives who have opted VRS-2109 to facilitate them to retire from their home circle.

In the same line, inter circle transfer in the cadre of JTOs/JAOs, who are servicing Gujarat Circle since last 4 to 10 years, must also be considered sympathetically.

Considering R8 transfers will help not only in reducing the salary expenditure of these JTOs/JAOs but will also help us in finding the actual shortage of staff in various SSAs which can be taken care while deciding the final manpower planning and posting after VRS.

It is observed that in many SSAs, there remains no group 'A' level officers to manage the operations/ services of that SSA after VRS. Therefore, it is required that such SSAs are managed with at least one or two group 'A' level officers like regular AGMs / DGMs who can take the responsibility and manage the operation/ services of SSA smoothly.

It is also necessary that all the VRS optees, before their retirement, should submit the details of Route Map/ Diagram for External Cable Network/ Joints and other such information to help the remaining staff perform his duties smoothly. An order from circle office instructing BA/SSA heads to direct the VRS optees for submission of above information should be issued immediately.

Further, the manpower planning to manage post VRS scenario must be finalized at the earliest and transfer posting, if required, may be executed well in advance so that smooth transition can be ensured for handling of operations/services post VRS.

Sir, kindly grant us a meeting with your good self to further discuss on the above subject matter.

Thanking you.

Yours Sincerely,

C M Tamboliya
Circle Secretary
AIGETOA, Gujarat