



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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Main Recognised Representative Union.
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BSNLEU/ 510 (T&P)

03.09.2021

To,

Shri P.K. Purwar,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Unwarranted amendments done to para 9 of BSNL Transfer Policy – conveying the strong objections of the Main Recognised Representative Union - req.**

Ref: - **BSNL letter no.BSNLCO-A/15(22)/28/2021-ESTAB dated 27.08.2021.**

We wish to bring the following to your kind notice, for favour of necessary action.

BSNL Employees Union is anguished to note that, stringent conditions / restrictions have been incorporated to para 9 of BSNL Transfer Policy. The restrictions imposed by the Management, vide letter cited under reference, are arbitrary and high-handed to the extent, that the Management has not consulted the Recognised Unions, before imposing new restrictions in getting temporary transfers.

So far, the Director (HR) had been the competent authority to approve temporary transfers of the Non-Executives. Our experience is that, the temporary transfers have been sanctioned only to the deserving officials. So far, whoever had occupied the office of the Director (HR), had been using his/ her powers judiciously, in considering the requests for temporary transfers. As such, we are at loss to understand, why the new restrictions have been imposed. Whether, the present Management of the Company feels that the Director (HR) is not scrupulous in approving the temporary transfers?

The Management has not been able to disburse salary to the employees on the due date. Medical bills of the employees are lying pending for years together, without payments being made. Similarly, a lot of genuine problems of the Non-Executives are lying pending, without any attempt being made by the Management to settle them. It is a tragedy that, instead of taking efforts to resolve such issues, the Management is out to deny whatever insignificant concessions, that the employees had been getting, in the matter of temporary transfers.

In the name of Restructuring, the BSNL Management is brutally cutting down the strength of the employees in various cadres, without paying heed to the alternative proposals being made by the Main Recognised Representative Union. The undeclared intention of the Management behind this, is their unabashed longing to outsource all the works. When this being the order of the day, we do not understand the logic behind the restrictions being imposed on the employees, in the matter of granting temporary transfers to the officials. Having said this, we place the following objections to the new clauses, that have been incorporated in para 9 of the BSNL Transfer Policy.

Clause 9 (a) I

As per this new clause, temporary transfer will be considered only in the case of medical emergency, having cancer, renal failure, poliomyelitis (for children), Cerebral palsy, spastics, TB, Thalassaemia Major. As per this amendment, it is obvious that, an official will not get temporary transfer, even if his / her dependent parents suffer heart attack. This is nothing but a cruel-joke being made by the Management. Further more, it is stipulated that, the illness should be certified by a "CMO or equivalent

officer of concerned district government hospital.” We have seen this type of black rules only during the dark days of Emergency, imposed in 1975.

Clause (a) II

Till recently, employees who met with accidents and who sustained serious injuries / fractures were getting temporary transfer. But the above clause says that, the employee becomes eligible for temporary transfer, only if he / she sustains disability. As per this clause, even an employee who sustains head injury in an accident, will not get temporary transfer, since he / she is not likely to sustain disability. It is needless for us to state that, the imposition of such conditions only exposes the cruel mindset of the Management.

Clause 9 (a) (iv)

This clause has been amended to the extent that, an official will become eligible for temporary transfer only on completion of 3 years of service. Hitherto, officials who have completed 2 years of service were getting temporary transfers. This restriction is unwarranted and will impose unwanted hardships on employees who are badly in need of temporary transfer.

Clause 9 (b)

Until now, as per this clause, the temporary transfer of an official could be extended upto 5 years. However, as per the amendment now made, the temporary transfer of an official will not be extended beyond 2 years. This amendment will impose unwanted hardships on the needy employees.

The above stated amendments to para 9 of BSNL Transfer Policy, will demotivate the employees, especially the young Directly Recruited Junior Engineers and Junior Telecom Officers, who have been posted in remote parts of the country, at the time of their initial appointments. These sections of the Non-Executives and Executives are manning the vital installations of our Organisation. If they get demotivated, it will have telling impact in the quality of the services.

In view of the foregoing, we demand that, the amendments made to clauses 9(a), 9(a)(iv), 9(b) and 9(c), communicated vide letter cited under reference, may kindly be withdrawn. Alternatively, we demand that, these instructions may kindly be kept under abeyance, pending a discussion between the Recognised Unions and the Management, for finding out an amicable solution.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

- Copy to: (1) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(2) Shri Vivek Banzal, Director (CFA), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(3) Shri S.K. Mishra, Director (CM), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(4) Shri V. Ramesh, Director (EB), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(5) Ms. Yojana Das, Director (Finance), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(6) Shri Saurabh Tyagi, Sr.GM(Estt.), BSNL C.O., Bharat Sanchar Bhawan, New Delhi – 110 001
(7) Ms. Anita Johri, Sr.GM (SR), BSNL CO., Bharat Sanchar Bhawan, New Delhi – 110 001