

## Bharat Sanchar Nigam Limited

(A Government of India Enterprise)

Office of the Chief General Manager Telecom.

West Bengal Circle :1, Council House Street,

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Minutes of Common meeting between Administration and United Forum of BSNL Executives' Associations held on 06/05/15 at the Conference Room of Circle Office. The meeting was headed by Shri Kishor Kumar, Chief General Manager, Telecom., West Bengal Circle, Kolkata.

Following persons attended the meeting :

### ADMINISTRATIVE SIDE

- 1) Shri Kishor Kumar, Chief General Manager
- 2) Shri P. S. Bhattacharjee, GM (HR/A)
- 3) Shri S. Sengupta, DGM (HR/A)

### ASSOCIATIONS' SIDE

1. Shri Tapas Ghosh, Circle Secretary, SNEA(I), West Bengal
2. Shri P. K. Roy, SNEA(I)
3. Shri S. Awon, SNEA(I)
4. Shri M. K. Das, SNEA(I)
5. Shri Bijoy Krishna Bhattacharjee, Circle Secretary, AIBSNLEA, West Bengal
6. Shri S. Bose, AIBSNLEA, West Bengal
7. Shri A. Basu, AIBSNLEA, West Bengal
8. Shri Subhasish Pal, Circle Secretary, AIGETOA, West Bengal
9. Shri Prashant Jain, AIGETOA, West Bengal
10. Shri Arvind Kumar, AIGETOA, West Bengal

*Recd on 16/6/15*  
*[Signature]*

**PROPOSAL: - A> Regarding Rule -8 transfer:-**

- 1> The rule 8 transfer cases of 4 nos approved in March' 2014, they should be released immediately.

Transfer order for three candidates will be issued within May, 2015 and for one candidate will be issued only after getting the spouse service document.

- 2> All other 70 nos Rule-8 cases, published in Sancharika on 13/04/14, should be implemented time to time on taking into account the availability of manpower.

Agreed with some modification vide Point 5 below.

- 3> Update the pending Rule-8 transfer cases received upto 31/03/15, and upload in Sancharika immediately.

Agreed that it will be done within 10/15 days after issuing the minutes.

- 4> Since last 5 yrs JTO recruitment (D/R) was not taken place, so CGM/WBTC is requested to take approval from CO/ ND for more nos. of vacancy for direct recruitment in the cadre of TTA as one time relaxation to replace the D/R JTOs on rule 8 transfer.

Letter to be issued to CO New Delhi for the same.

- 5> Out of 70 nos Rule 8- trf. cases, 15 nos of D/R JTOs are to be released within 6 months on prorata basis and priority to be given in order of 1) seniority -3, 2) lady-1, 3) spouse-1, 4) others/critical/medical etc-1.

Maximum 10 Nos. of DR JTOs may be released within six months on pro-rata basis and priority will be given in order of 1) seniority – 70%, 2) Lady – 10%, 3) Spouse – 10%, 4) Medical /Critical cases– 10%. The CGM will further examine the matter.

**PROPOSAL: - B> Regarding Transfer order**

1. Transfer orders already issued earlier are to be implemented soon for willing candidates only.

To be implemented within three months

2. Transfer order to be issued for all the existing prayer trf. cases within May, 2015.

Existing prayer transfer cases of JTO/SDE/DE will be uploaded in Sancharika initially and then transfer order will be issued within 15 days after issuing the minutes.

**PROPOSAL: - C> Longest stayee list :-**

Corrected longest stayee list of JTO/SDE/DE are to be published within 7 days.

1 ) Longest stayee list (provisional) for JTOs was uploaded on Sancharika. It will be made final after taking into account representations, if any, within 10 days after issuing the minutes.

2) Longest stayee list for SDEs, DEs will be uploaded on Sancharika within next ten days after issuing the minutes. List will be finalized after that within a fortnight.

**PROPOSAL: - D> Request Transfer**

1. Pending request transfer list of JTO/ SDE / DE are to be published within 7 days.

To be done within ten days after issuing the minutes.

2. Request transfer order is to be issued on point to point basis and reliever is to be arranged as per Executives' transfer policy.

Agreed.

3. TA/DA is to be allowed as per transfer policy.

Agreed

4. Prayer/request transfer case is to be considered only if reliever is available as per Executives' transfer policy.

Agreed.

5. Transfer to home town must be considered for the candidate who is more than 57 years of age irrespective of staying in the concerned SSA, if he/she prays for transfer.

Agreed, subject to availability of substitute. However, minimum two years' stay is necessary.

6. In case of multiple relievers from the same station/location, longest stayee candidate is to be posted farthest distance.

Agreed.

**PROPOSAL: - E>** Duration of stay required for consideration of prayer transfer cases

1. Transfer to 30% area-> (a) 7 years stay is required for male candidates.  
(b) 4 years stay is required for female candidates including medical/ physically challenged etc.

Agreed.

2. Transfer to 20% area-> 4 years stay is required for both male and female candidates.

Agreed.

3. Transfer to 10% area->(a) 3 yrs stay is required for both male and female candidates to get transfer with TA/DA. - Agreed  
(b) 1-3 year stay is required for female candidates only to get transfer without TA/DA. - Agreed.

**PROPOSAL: - F>** Exemption from transfer

1. More than 55 years of age for hard tenure posting.

As per BSNL transfer policy.

2. More than 57 years of age for male and 56 years of age, for female candidates from any type of administrative transfer.

Agreed, unless it is a case of promotion. Generally such employee will not be transferred that involves change in station.

3. More than 57 years of age, both male and female candidate may apply for Transfer without any staying duration.

BSNL transfer policy should be followed.

4. On Immunity ground, case is to be authorized only by the Circle Secretary of respective Association.

Agreed.

**PROPOSAL: - G>** Place of posting in WBTC being transferred from territorial circle at Kolkata

Period of stay at Kolkata should be counted for posting of the Executives who transferred from CTD/ETP, KOL/ ETR, KOL/ TELECOM FACTORY, KOL /TELECOM STORE, KOL etc. - Agreed.

**PROPOSAL: - H>** Eligibility and time frame for prayer transfer

1. Minimum 2 years of service rendered in particular station to apply for trf.

Agreed.

2. Application should be submitted within 1<sup>st</sup> Oct – 31<sup>st</sup> Dec in each calendar year for a particular financial year.

Agreed.

3. Request transfer list is to be published within 31<sup>st</sup> Jan and accordingly transfer order is to be issued within 31<sup>st</sup> March. All the transferee is to be released within 30<sup>th</sup> April.

Agreed, transfer order will be issued within first week of April and all the transferee will be released within the first week of May.

4. If any prayer transfer case is pending in current financial year, then candidate has to apply again in next financial year within the schedule stated above (2).

Agreed.

5. Reversion application should be treated as prayer/ request transfer in substantive cadre and to be dealt with regular transfer order.

Agreed.

**PROPOSAL: - I>** Regarding CTTC/Salt lake/ Kol 97

1. Option for DPC should be published immediately.

Option will be floated within one month after issuing of minutes.

2. On completion of 5 years tenure period at CTTC, the Executives should be considered on the purview of longest stayee transfer list.

Agreed.

**PROPOSAL: - J>** Regarding transfer from Hard / Soft tenure station.

1. Keeping in view the date of completion of tenure, the tenure transfer order is to be issued twice in a year i.e. in March and in September in the calendar year.

Pending tenure transfer cases will be issued from time to time after completion of tenure for this year and will be issued *once* in the month of April next year.

2. Option should be floated for tenure station twice in a year i.e. in Jan and in July in the calendar year.

Agreed.

3. If no option available, then reliever should be arranged from circle staying station seniority list during consideration of tenure prayer transfer.


Agreed.

4. Proposal for declaring some stations as hard/soft tenure.

Letter will be sent to Corporate Office, New Delhi for approval to declare the following stations as soft tenure stations, viz. Hasimara, Jaigaon, Birpara in Jalpaiguri SSA, Dinhata, Mekhliganj in Coochbehar SSA, Dalkhola in Raiganj SSA, Karimpur in Krishnagar SSA, Kakdwip in Calcutta SSA, Manbazar and Jhalda in Purulia SSA.

A proposal will be taken from the associations and SSA Heads for consideration.

The meeting ended with Vote of Thanks.

  
(O. N. Purohit) 16/6/15

Dy. General Manager (HR & Adm)  
W.B.T. Circle, Kolkata-1

File No.U&A/TC/H-4/Genl/L -I

Dated at Kolkata, the 16<sup>th</sup> June, 2015

Copy forwarded for information & necessary action to :

- 1) GM (HR/A), C.O., Kolkata
- 2) TS to CGM, WBTC, Kolkata
- 3) Circle Secretary, SNEAN, West Bengal/AIBSNLEA, West Bengal/AIGETOA, West Bengal.

  
(O. N. Purohit) 16/6/15

Dy. General Manager (HR & Adm)  
W.B.T. Circle, Kolkata-1