



SANCHEER NIGAM EXECUTIVES' ASSOCIATION
WEST BENGAL CIRCLE

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No.: WB/SNEA/SHQ/2021-22/36

Dated at Kolkata, 16.03.2023

To

The Chief General Manager, WBTC
CTO Building, Kolkata - 700001

Sub: Review and Inclusion of Soft and Hard Tenure Areas in WBTC

Ref: BSNLCO-PERS/15(11)/6/2020-PERS1 dated 10.03.2023

Respected Madam,

With reference to the above letter issued by BSNL CO ND, we want to draw your kind and urgent attention towards the plight of various areas in WBTC where hardship due to different difficult condition is resulting in acute shortage of manpower.

In this connection it is worth mentioning that Currently in WBTC, there are 3 stations declared as SOFT TENURE namely 1. Darjeeling (6709 Ft.), 2. Kalimpong (4101 Ft.) and 3. Kurseong (4864 Ft.) vide BSNL CO ND letter no. 400-36/2011-Pers.1(Pt.) dated 15.04.2013. As these stations are far flung from the plain in the hilly region prone to landslides during summer and monsoon season, so it is requested to consider these stations as **HARD TENURE** so as to motivate executives for posting at these challenging stations.

Two Year Hard Tenure Station will attract employees from other Circles also to work in these areas to break their long stay Circle Tenure as they are opting for J&K, Assam, and NE etc. It will solve the problem for circle as the it is not finding officers to be posted due to extreme weather, difficult terrain and lack of basic amenities resulting in serious challenge to maintain Telecom Services in these areas and unable to tap the business opportunities. These places of the Circle has almost similar difficulties as associated with other Hard Tenure Stations i.e. J&K, Assam, NE etc.

Further in this line it may be noted that two studies (1990 and 2019) have recorded that **landslides were a serious concern in these areas**. Most of them are triggered by excessive rainfall, earthquakes, and quick erosion caused by torrents. They are accelerated by extensive deforestation, defective drainage, poorly built revetments and the presence of steep slopes that have been undercut to make shelves for paths, roads, and houses. Under such Stiff condition, it is really difficult for any BSNL employee to strive and give his/her best shot. Also **the region is also at high risk of earthquakes**. According to the Geologic Survey of India, the Darjeeling Himalayas is entirely located in seismic zone IV, which has a history and propensity for large and damaging events. Lastly, the hilly regions, being border to Nepal & China are extremely sensitive and are related to national security.

Also **Ganga Sagar** under Kolkata OA is entirely isolated in the island at the confluence of River Ganges in Bay Of Bengal. It is extremely difficult to reach this island from plain land. Also the island is a tourist attraction for its historical legends. Huge pilgrims (about 40 lakhs on Makar Sankranti, this year) come every year in the month of January and throughout the year as well). Since BSNL is the only TSP in the

island, so to maintain the service, manpower in the island may be ensured if this island i.e GANGASAGAR Island would be declared as HARD TENURE.

In addition to these HARD TENURE request, it is worth mentioning that there is acute shortage in WBTC. Communications in this regard have already been done from your good office to BSNL CO ND. In recent times, few executives were transferred from other circles. But most of them refused to join in WBTC and modified their transfer orders from BSNL CO ND. It is also to be mentioned that vide letter no. BSNLCO-RSTG/15(14)/1/2020-RSTG dated 22.07.2022, 64 SDE(T) and 13 AGM(T) have been diverted from the sanctioned strength of CTD to WBTC. In this connection executives from CTD are not willing to come to WBTC as vide letter no. 400-36/2011/Pers.I(Pt) dated 09.12.2015 stay in CTD and WBTC will be counted as stay in WB only. Thus any executive who may join more than 500 km away from his/her present posting would not be getting the circle break in his/her tenure. For example, recently one AGM from CTD has joined WBTC in Jalpaiguri OA which is almost 600 KM away from Kolkata. But his circle stay has unfortunately remained same.

In this light, it is requested that the following points may be taken up with BSNL CO,ND -

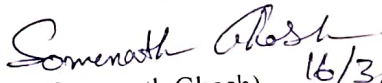
- i. **WBTC as a Soft Tenure Circle for other distant circles as was previously done to meet up the shortage and**
- ii. **CTD and WBTC as separate circles in terms of circle stay so as to cover this huge manpower shortage.**

If at all WBTC is not considered as Tenure Circle, then at least the following areas may be considered as SOFT TENURE STATION in WBTC.

- i. **Kharagpur OA, mainly JHARGRAM DISTRICT as the district is having Naxalite Forest Area and also LWE project is running in this district which proves the demand.**
- ii. **Purulia OA as the district is having Naxalite Forest Area and also LWE project is running in PURULIA district which proves the demand.**
- iii. **Bankura OA as the district is having Naxalite Forest Area and also LWE project is running in BANKURA district which proves the demand.**
- iv. **Jalpaiguri OA as JALPAIGURI and ALIPURDUAR districts are situated in the terai region of Himalaya and the weather in these districts are extremely harsh especially during summer and monsoon season with frequent thunderstorm and severe rain. Also these districts are having international border.**
- v. **Coochbehar OA as COOCHBEHAR district is the farthest district in WB and the district is also having sensitive international border.**

In anticipation that this submission will be considered with the appropriate importance.

With regards,


(Somenath Ghosh) 16/3/2023
Circle Secretary, SNEA, WB

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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. Of India Enterprise)

No. BSNLCO-PERS/15(11)/6/2020-PERS1

Dated 10.03.2023

To
All Heads of Telecom Circles/
Administrative units, BSNL.


Subject: **Review of Tenure Areas – inputs from Heads of Telecom Circles thereof.**

From time to time, BSNL Corporate Office has been receiving requests from certain Telecom Circles as well as Executive Associations / individual employees seeking categorization of certain areas as Tenure Area to attract posting of BSNL employees in such difficult and unpopular places. BSNL has declared certain areas as Tenure Areas with specified duration in various Circles with an objective to overcome the reluctance on the part of employees to be posted in such areas.

2. The matter has been considered and it has been decided that before consideration of the requests for adding more Tenure areas, detailed comments/inputs in the matter may be sought from all the Heads of Telecom Circles on continuation of existing Tenure areas as well as the new areas proposed to be declared as Tenure areas. While giving their comments, Circle Heads may consider the parameters attached for declaration of the area as Tenure areas i.e. staff surplus Circles, Staff deficit Circles, remoteness, backwardness, road connectivity, accessibility issues and other basic amenities. It may also be kept in mind that over a period of time number of areas have already witnessed progress and development in terms of said parameters except few remote areas. There is no point to continue any area under the category of Tenure area which does not conform to the desired parameters, in the interest of service. It may also be taken into consideration that declaring more and more areas as Tenure Areas may have opposite effects in terms of man power management and achievement of designated goals and objectives.

3. In view of above, all the Heads of Telecom Circles are requested to furnish their comments on continuation of existing Tenure areas as well as the new areas proposed to be declared as Tenure areas with proper justification on email id at agmperspolicybsnlco@gmail.com or through e-office by 17.03.2023 positively.

This issues with the approval of competent authority.


[Mool Chand]

Asstt. General Manager (Pers. Policy)

Copy for kind information to:

1. PPS to CMD, BSNL
2. PPS to Director (HR), BSNL Board

Summary of All India/Hard Tenure stations and orders thereof-Mar 23

Sr	Order No.	Dated	Tenure Declared	Tenure Period	De-tenured
1	400-23/1997-Pers.I(Pt.I)	12-Feb-04	Territorial jurisdiction of Chhattisgarh (except Raipur SSA)	Two Years.	Gujrat-Ahmedabad,
					Vadodara, Surat,
					Rajkot SSA
					Bihar-Patna SSA
2	400-23/2001-Pers.I	18-Feb-05	North East Region, Srinagar Valley	Two Years.	Jharkhand-Ranchi
					HP-Shimla, Solan
					Utranchal-Dehradun, Nainital,
					Haridwar SSA
3	412-23/1997-Pers.I(Pt.)	18-Jul-05	1. NE region- Assam, Meghalaya, Manipur, Nagaland, Tripura, Arunachal Pradesh, Mizoram, Sikkim SSA 2. Andaman & Nicobar Islands, Lakshadweep Islands 3. Jammu & Kashmir, (Except Srinagar & Leh SSAs Srinagar & Leh SSA	1. Two Years - for staff with >10Years service 2. Three Years - for staff with <10Years service One Years.	Bihar, Gujarat,
					Himachal Pradesh,
					Jharkhand, Chhattisgarh, Orissa
					& Utranchal Circle.
4	412-10/2009-Pers.I	05-May-09	Srinagar & Leh SSA Jammu and Kashmir (Except Srinagar and Leh) Srinagar and Leh SSA	Two Years. Two Years. One Years.	
5	412-10/2009-Pers.I	23-Mar-10	Gujarat - Jamnagar, Bhuj, Amreli, Junagarh and Bhavnagar SSAs NE-II - Nagaland and Manipur states	Two Years. Two Years. One Years.	

Sr	Order No.	Dated	Tenure Declared	Tenure Period	De-tenured
6	412-10/2009-Pers.I	23-Jun-10	Uttarakhand - Almora, Srinagar(Garhwal), New Tehri	Two Years.	
			Jharkhand- Daltonganj, Dumka, Hazaribagh	Two Years.	
			Orissa- Koraput, Kalahandi, Bolangir, Phulbani	Two Years.	
			HP- Shimla SSA except Shimla SDCA, Solan Except Nalagarh and Solan SDCA, Dharamshala SSA except Dehar, Dharamsala, Palampur, Nurpur SDCA	Two Years:	
			Mandi SSA except Mandi and Sunder Nagar SDCA Kullu SSA		
			Rajasthan- Bikaner, Banswara, Barmer, Jaisalmer, Sri Ganga Nagar and Sirohi		
			Chhatisgarh- Bastar SSA, Jeshpur District, Rajnandgaon District and Nagri, Deobhog and Gartaband Tehsil of Raipur SSA	Two Years.	
			J&K- Leh SSA, Area of Srinagar outside Srinagar City	One Years.	
			J&K- Srinagar City	One and Half Years.	
			NE-II Nagaland and Manipur states	One and Half Years.	
Soft Tenure					
Maharashtra- Sindhudurg SSA & Gadchiroli SSA					
West Bengal- Darjeeling, Kalimpong & Kurseong Civil sub-div.					
Punjab- Bhatinda SSA, Ferozpur SSA					
Bihar- Bhagalpur SSA, Bettiah SSA, Gaya SSA, Munger SSA, Saharsa SSA & Sasaram SSA					
7	412-10/2009-Pers.I	30-Nov-11			
9	400-36/2011-Pers.I(Pl.)	15-Apr-13			

Sr	Order No.	Dated	Tenure Declared	Tenure Period	De-tenured
			Madhya Pradesh- Jabua, Sidhi, Singrauli, Balajpur, Shahdol, Khargone & Panna stations Orissa- Gajapati District		
10	400-36/2011- Pers.1(Pc.)	22-May-13	Soft Tenure :Andhra Pradesh- Adilabad SSA, Anantapur SSA, Karimnagar SSA, Khanaman SSA, Nizamabad, Srikalahasti SSA	1. Two Years - for staff with >10Years service 2. Three Years - for staff with <10Years service	
11	400-36/2011- Pers.1(Pc.)	22-May-13	Semi-hard Tenure : HP- Entire Kinnow district, Entire Lahul & Spiti Districts, Pangi and Bharnour Tehsils of chamba district, Dobra-Kawar tehsil of Shimla district		
12	400-36/2011- Pers.1(Pc.)	03-Dec-14	Soft Tenure -Bihar and Jharkhan Telecom Circle		
13	400-36/2011- Pers.1(Pc.)	19-Feb-16	J & K, Outside City area Udhampur & Rajouri SSA J & K - City area of Udhampur & Rajouri SSAs	One Year. one and Half Years.	

Note: This is just consolidation of orders and for details individuals should visit the Intranet Portal and confirm the details