

o/c SANCHARNIGAM EXECUTIVES' ASSOCIATION

WEST BENGAL CIRCLE

Ground Floor, CTO Building, 8, Red Cross Place, Kolkata-700 001

Phone 9434737779. Email: sneawbtc@gmail.com

No.: WB/SNEA/SHQ/2021-22/65

Dated at Kolkata, 02.05.2024

To
The Chief General Manager,
West Bengal Telecom Circle,
Bharat Sanchar Nigam Limited,
CTO Building (1st floor),
8, Red Cross Place,
Kolkata-700 001

Sub: Submission against the recently issued longest staying list in various cadres and transfer related issues of executives in WBTC reg.

Ref:

1. BSNL Corporate Office Letter vide BSNLCO-PETS/11(11)/1/2024-PERS1 Dated 24.04.2024
2. WBCO-11/20(30)/7/2021-HR-ADMIN/Computer No. 57132 dated 22.04.2024 and 25.04.2024
3. WBCO-11/20(30)/2/2021-HR-ADMIN/Computer No. 44827 dated 24.04.2024
4. BSNLCO Letter vide BSNLCO-PERS/15(11)/6/2020-PERS1 Dated 19.09.2023 and 03.11.2023
5. WBCO-11/20(30)/2/2021-HR-ADMIN/Computer No. 44827 dated 01.05.2024

Sir,

In the backdrop of some of the recently issued letters from your good office wherein mass transfer of the executives is being anticipated in WBTC, let us put forth some of the relevant points in respect of WBTC for your kind consideration.

1. In the recent years WBTC has shown remarkable growth in every vertical albeit of various constraints like severe shortage of staffs and other resources. It is only because of the active monitoring of your goodself in resonance with the huge burden taken by the executives in all cadres in WBTC. And when the circle has started to get to the path of gathering more momentum in this new fiscal, various letters have been issued from your good office which may take down the high morale of the executives who are giving their all, only for the interest of our beloved organization even if nothing positive like promotion, PRC has come to their way in the recent days.
2. Vide letter dated 22.04.2024 and its subsequent addendum dated 25.04.2024 under ref. (2) above, the Longest staying list for the DGM(L/A), DGM(Adhoc) and AGM(T) have been published and it has been asked to the longest staying executives in that list to tender option for posting in Purulia OA/ Suri OA/ Raiganj OA/ Alipurduar SDCA/ Jalpaiguri OA and all soft tenures of WBTC. In this regard, the following points are furnished for your kind consideration please.
 - a. At Darjeeling which happens to be a Semi Hard Tenure as per BSNL CO ND letter dated 19.09.2023 under ref. (4) above, AGM (Hills) post is also lying vacant for long and only being looked after as additional charge as a temporary measure. Since the hill station is an important place and also a declared Semi Hard Tenure, so the **option for AGM (Hills) under SLG BA should be also included as another option** for the above said executives which will give them the opportunity to avail the facility of Semi Hard tenure posting.

Saur
25/5/24

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प्राप्त किया / Received
केंद्रीय प्राप्तकर्ता अनुभाग / C.R. Section
मु.म.प्रबंधक दूरसंचार का कार्यालय / O/o the C.G.M.T.
पश्चिम बंगाल परिमण्डल / W.B. Circle, कोल/ Kol-700001

Somenath Choudhary
02/05/2024

in the aforementioned longest stay list, the circle stay period of Sh. Kabul Das has been shown as 11 years 6 months 2 days as on 31.03.2024. Whereas in earlier published list by your good office dated 08.11.2023, circle Stay of Sh. Kabul Das was shown as 20 years 6 months 30 days as on 31.10.2023. Again, as per ERP record, the circle stay of Sh. Kabul Das is more than 20 years. As per BSNL Corporate Office letter BSNLCO-PETS/11(11)/4/2020-PERS1 Dated 27.12.2023, executives whose circle stay is more than 20 years, intra circle transfer may be avoided as the corporate office is going to issue inter circle transfer order for them. Based on the above, the longest stay list of AGM may be revised and **Sh. Das may be exempted from intra circle transfer as his circle stay is more than 20 years.**

- c. Now in view of the above, it seems that no such DGM(L/A) / DGM(Adhoc) / AGM(T) should be in the purview of the intra circle transfer as of now. However for future purpose, vide subpoint a) above, AGM (Hills) posting at Darjeeling may kindly be considered as an option as well, if vacancy is still there.
3. Vide letter dated 24.04.2024 under ref. (3), the longest stay list for the JTO(T) has been published and similar to above, the longest staying JTOs, whose stay is more than 20 years, have been asked to submit options for 3 stations between Darjeeling/ Kharagpur OA/ Berhampore OA/ Krishnagar OA/Asansol OA & all soft tenure stations of WBTC. In this matter, the following points are hereby furnished for your ponderance please.
- a. As per the published list, there are 24 JTOs whose stay is more than 20 years in WBTC (this stay period has been counted from their earlier cadre whereas actual stay in executive cadre is under 10 years).
- b. From the above list, it is extracted that few of them are working in OA/stations which have been declared as tenure areas vide BSNL CO ND letter dated 19.09.2023 under ref. (4). As per this letter, vide clause 7, it has been mentioned that ***“However, benefits of these changes in tenure areas will also be applicable to executives already posted in these areas strictly w.e.f. from the date of issuance this order”***. Subsequent clarifications issued for the same on 03.11.2023 under ref. (4), of which Para 3 reads as ***“Further, the provision under para 7 which specific that” benefits of these changes in tenure areas will also be applicable to executives already posted in these areas strictly w.e.f. from the date of issuance this order” is meant for executives who are already working in the newly declared tenure areas as per guidelines dated 19.09.2023. in such cases, for the purpose of tenure facilities/entitlement, the tenure in semi hard/soft tenure of such executives who are already working in areas which has now been declared as tenure area, will count w.e.f. 19.09.2023 only i.e. the date of issue of order and not from any previous date”***.
- It is our humble submission that above said executives who are working in these tenure areas, should be allowed to complete their tenure period starting from 19.09.2023 if they request so and thereby, they may be exempted from the current proposition of longest stay transfer.
4. Vide letter dated 01.05.2024 under ref. (5) above, similar list has been published for SDE (T) and the Longest staying executives have been asked to tender their option for Sur/ Berhampore/ Bankura/ Jalpaiguri/ Coochbehar OA and all soft tenure stations of WBTC.

In light of the above said points this is our humble request to your goodself that such mass transfer as envisaged in these aforementioned letters may be avoided as it will surely jeopardize the equilibrium of this circle and also act as retardant to the various projects undergoing in EB/ CM/ CFA verticals at this critical juncture. Such transfer may be done only as per NEED BASIS. After all the hard works of these executives only, WBTC has started to garner various recognition in the recent days. But with this proposed mass transfer of the executives in WBTC, the positive trend will slow down.


Further in this connection, we would like to bring to your cognizance that some of the regular AGMs are looking after the post of DGM whereas seniority factor in such cases may kindly be ensured.

6. Similarly in case of SDE(L/A) proposals recommended by Kolkata BA and Siliguri BA are pending since long for unknown reasons. As we have highlighted number of times in the past, issuance of SDE (L/A) order in the cases of deserving executives should be issued from the Circle Office. It will surely motivate the officers concerned without any extra remuneration as you must know that regular promotion in these days is hard to come by for various reasons. At the same time, there is shortage in SDE Cadre in WBTC as per BSNL CO ND guidelines and JTOs are looking after the SDE posts in WBTC but without maintaining the seniority. So, **our proposal is to issue SDE (L/A) order wherever possible and recommended by the concerned BA Heads.**
7. **Lastly it is requested to consider the OTP cases of the executives in WBTC so that the concerned executives may get their posting at their desired location and thus yield more productivity for the organization.**

In the conclusion, we reiterate that WBTC is now flourishing with the active involvement of executives and the parameters under various verticals are showing upward trend. Let us strive more to achieve more for our circle and our organization. And in that journey, predicament like mass transfer of the executives in WBTC may be avoided as far as possible so as to keep the ball rolling smoothly.

In anticipation that our submission will be under your active consideration,

With regards,


(Somenath Ghosh) 02/05/2024.
Circle Secretary, SNEA, WB

Encl: As above