

To,  
The Asstt. General Manager (Pers. Policy),  
BSNL Corporate Office (Pers. Section),  
Bharat Sanchar Bhawan, Janpath,  
New Delhi- 110 001.

Subject: Review of Tenure areas-inputs from Heads of Telecom Circles- West Bengal Circle thereof.  
Reference: Corporate Office Personnel Branch letter No. BSNLCO-PERS/15(11)/6/2020-PERS 1 Dated 10/03/2023

On the above cited subject under referred letter, the undersigned is directed to mention the proposal for tenure of various areas in WBTC where hardship due to different difficult condition is resulting in acute shortage of manpower.

WBTC has acute shortage of manpower and the present status is mentioned below:

Cadre	Sanctioned by the Corporate	Working Strength	% Shortage
DGM	32	2 (Adhoc)	94%
AGM	93	21	77%
SDE	261	102	61%
SDE/JTO	477	423	14%

In the last two years **29 executives** (22 AGM & 7 SDE) were transferred from different territorial/ non territorial circles to WBTC out of which only **15 executives** ( 8 AGM & 7 SDEs) have joined. Officers from other Territorial circles are unwilling to come to WBTC due to various reasons. As vide letter no. 400-36/2011/Pers.I(Pt) dated 09.12.2015, the executives from CTD are also not willing to come to WBTC because the tenures of executives in city based circles of Kolkata, which fall within the territory of WB Circle are counted together with the overlapping Territorial (State level) Circle, if uninterrupted by posting in other territorial Circles. Thus stay in CTD and WBTC will be counted as stay in WB only.

#### JUSTIFICATION FOR CONSIDERING TENURE

##### A: HARD TENURE

- Three stations **already 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.I(Pt.) dated 15.04.2013 may be considered as hard tenure as these stations are far flung from the plain in the hilly region prone to landslides during summer and monsoon season and thus shall motivate executives for posting at these challenging stations.
- 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 may be declared as HARD TENURE

##### B: SOFT TENURE

- Kharagpur OA mainly JHARGRAM DISTRICT /Purulia OA/Bankura OA** (district is having Naxalite Forest Area) **LWE project** is running in this district which proves the demand.

- ii. **Jalpaiguri, Alipurduar, Coochbehar:** The JPG-OA is one of the Operational Area under Business Area Siliguri of WBTC. The geographical area of the Jalpaiguri OA is around **6681.66 Sq. Km** comprising of Jalpaiguri district, Alipurduar district and Haldibari Block of Cooch Behar disctrict. **Jalpaiguri district** is situated in the northern part of the state of West Bengal and **shares international borders with Bhutan and Bangladesh in the northeast and south respectively.** The remaining borders are shared with the district of **Darjeeling in the west & north-west , Kalimpong district in the north ,** Coochbehar district in the Southeast and Alipurduar district in the west. Geographical area 3386.18 Sq. Km.  
The Jalpaiguri district falls under the Seismic Zone IV.

Forest Area: Gorumara Reserve Forest, Lataguri Forest area under Jalpaiguri District

**Alipurduar District & Coochbehar** Alipurduar district has been carved out from Jalpaiguri on 25th June, 2014 as the 20th district in the state of West Bengal, India. Mostly ethnic tribes like Rajbanshi, Rabha, Metch, Santhals, Madasia, Bodo and Toto & Oraons which makes the place more labyrinths.

Geographically **Alipurduar** is a land locked district bordered by Jalpaiguri in the west, Assam in the east and Cooch-Behar in the south. In the north the district shares an international border line with Bhutan The topography of the land is cut across by rivers, streams and hills, and covered with tea gardens and forests.

Forest: Buxa Tiger Reserve & Jaldapara Wildlife Sanctuary & many other forests

The western part of the Alipurduar district falls **under the Seismic Zone IV** (in a scale of I to V in ascending order of propensity for Seismic Activity), making it very prone to the earthquakes and the eastern part of the Alipurduar district **falls under Seismic Zone V.**

District are flood-prone and three main reasons for floods in these districts are excessive rainfall of small duration on small catchments, continuous rainfall for several days on bigger catchments and the district being situated in the Himalayan foothills and being crisscrossed by the Himalayan rivers.

**COOCHBEHAR** district is the farthest district in WB and the district is also having sensitive international border

Considering the above narrated facts, two options are proposed:

Option 1: Whole WBTC except Kolkata city may be declared as a **Soft Tenure Circle** except Darjeeling, Kalimpong and Kurseong and Ganga Sagar Islands which may be declared as **Hard Tenure stations.**

**OR**

Option 2: **A:** Parts of WBTC as detailed below may be declared **SOFT TENURE**

- Kharagpur OA mainly JHARGRAM DISTRICT /Purulia OA/Bankura OA (district is having Naxalite Forest Area).
- Jalpaiguri, Coochbehar & Alipurduar

**B:** Parts of WBTC as detailed below may be declared **HARD TENURE**

- Three stations **already declared as SOFT TENURE** namely 1. Darjeeling (6709 Ft.), 2. Kalimpong (4101 Ft.) and 3. Kurseong (4864 Ft.) may be declared as hard tenure stations.
- Gangasagar Islands in Sunderbans.

This is issued with the approval of the competent authority.

*Sutapa Pal* 16/03/23

( Sutapa Pal )

Dy. General Manager (HR & Admin.)