

No: SNEA/CHQ/DIR(HR)/2015-18/79

Dated 18th August, 2017.

To

**Smt Sujata T Ray,
Director (HR), BSNL Board,
New Delhi.**

Sub: Short Cut methods adopted by some SDEs in Karnataka Circle to avoid long stay transfers within Circle using external influence reg:

Ref: No: 1-7/2017-Pers II dated 03.08.2017.

Respected Madam,

A transparent and acceptable procedure has been followed in Karnataka Telecom Circle in transfer of SDEs (both request transfers and long stay transfers) within Karnataka Telecom Circle in accordance with the BSNL CO transfer policy. In order to avoid long stay transfers, Executives were taking transfers from territorial Circle to Non recruiting Circles and vice-versa. For curtailing this short cut method, BSNLCO issued guidelines to count the combined stay in the territorial circle jurisdiction for long stay transfers. However this is implemented only for inter-Circle transfers.

But some SDEs, to who are in the list of such long stay transfers or the SDEs already under transfer are resorting to get their transfers effected to other non-recruiting circles like STR, STP, QA etc., and again get the posting to places like Bangalore and thus avoid their actual transfer outside Bangalore city.

But the SDEs who have obeyed the orders of long stay transfers will be put to great heartburns because of this discrimination where few SDEs who have access and influence are successfully avoiding their transfers through such short cut methods.

In a recent case, an SDE (Smt Chandrika Belavadi) who was under transfer orders in Karnataka on long stay from Bangalore SSA to Shimoga SSA in March 2016; got extension thrice through external influence and finally Circle has relieved her to Shimoga as the reasons put forth by the officer for retention were not justifiable. Recently she had joined at Shimoga and thereafter on 03.08.2017, even without any request application being forwarded by Karnataka Circle, directly the transfer order of the said officer is issued by BSNL CO from KTK Circle to QA Circle. This might have got done by the officer suppressing the fact that she is under long stay transfer out of Bangalore.

There is absolutely no justification to transfer an SDE from KTK to QA, who after getting extension for many years finally manages to get order to QA and will remain in Bangalore. That also when more than 15 such lady officers are transferred to other SSAs and joined the new SSAs.

Recently these sorts of lacunae are even noticed by Hon CAT Bangalore in its full Bench judgment in OA No.170/2017 dated 26th July 2017, which has cautioned BSNL.

Quote " ... ***Therefore it is noted with some concern that there has been lacunae on the part of respondents (BSNL) in keeping the applicant for such a long time therefore we place on record a word of caution against this. A copy of this order is to be sent to the Chairman of the BSNL for him to do the needful in all appropriate cases***".

Therefore in view of the above judgment and especially respecting the honesty of all SDEs, especially about 15 lady SDEs who have obeyed the transfer orders and joined to the transferred places keeping their own family and health issues at risk, we request you to kindly cancel the transfer orders immediately as done in other cases. Earlier such orders of transfer from one unit to another were cancelled by BSNLCO when it was brought to its notice that the officer is under inter-SSA transfer. In case the officer joined in QA Circle, she should be posted out of Bangalore SSA area in order to keep the sanctity of transfer policy and the BSNLCO guidelines.

We request not to entertain any such transfers through short cut methods like seeking transfer to non-recruiting Circles and vice-versa, thereby enable them to remain permanently in the same place at the cost of others forced to go to different SSAs. We strongly protest this action of entertaining such unjustified requests even without the knowledge of the Circle.

With regards,

(Sebastin. K)

Copy to: Shri Deb Kumar Chakrabarty, PGM(Pers) for information and n/a pl.