

SANCHAR NIGAM EXECUTIVES' ASSOCIATION
(Recognized Executives' Association)
KARNATAKA CIRCLE, BANGALORE.



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No. SNEA/Corrs /22-23/

Dated: 28th February 2023

To,
The Chief General Manager Telecom.
Karnataka Telecom Circle,
Bangalore.

Sub: Inter and Intra Circle Transfer proposal for Executives of Karnataka - reg.
Ref: No BSNL CO-PETS/11(11)1/1/2023 - PERS 1 dated 17-02-2023

Respected Sir,

This is to bring your kind notice that BSNL CO has published long stay list of SDE / AGMs for Inter Circle Transfer and issued similar guidelines to all Circles for implementing Intra Circle Transfer of Executives from JTO and above with the condition of Circle stay as 10 Years or more limiting to 10 % of sanctioned strength.

In view of this proposed Inter and Intra Circle Transfer SNEA Karnataka would like to highlight the major issues Karnataka Circle being faced and with the proposed transfer action situation will still worsen in Karnataka Circle.

The present working over sanctioned strength of Karnataka Executives statistics.

Sl No	Cadre	Sanctioned Strength	Working Strength	Shortage	Shortage %
1	JTO	1493	808	685	46 %
2	SDE		(JTO 487 + SDE 321)		
3	AGM	297	176	121	40%

1. As already Karnataka Circle is having shortage of Executives, most of the JTOs recruited were from outside Karnataka and most of the JTOs left Karnataka through rule 8 / Rule9 Transfer, resigned and this has made Karnataka Circle as most deficit Circle.
2. Inter Circle Transfer will create still more shortage of local Executives who are well-known of Karnataka BSNL Network.
3. As our BSNL is customer based service organization and other various dept coordination dependent, knowledge of regional language plays vital role in maintaining the services.

This transfer is expected to create great issue in interaction with regional language as Executives being transferred from one circle to other circle with different languages and Executives of Karnataka who well known of local language can interact more efficiently with the other Public Department than the long stay Executives who will be posted to Karnataka from other Circles.

4. By keeping view of 4G saturation mission 500 days program and Bharat Net Project, phase 9.2 GSM project this long stay transfer will derail the progress of 4G saturation projects and other GOI time bound projects.
5. As BSNL CO has already initiated both inter transfer, same person likely to be covered under both transfers in a short period of time.

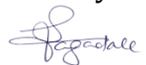
In light of the above it is to suggest that

1. The person who undergone more than two intra circle transfers has to be exempted from proposed Inter circle transfer
2. Transfer must be only from excess to deficit circle.
3. It should only to the extent of filling shortage and on par with other circles.
4. Inter circle can be made rotational among Territorial, CNTX-S, BBNW , I&QA within Karnataka which may help to satisfy the need of management to dislocate the executive and as well as executive will also be happy change of position within same circle with different wing
5. Concession must be given to the ladies who are taking care of their kids and whose spouse is working outside till completion of kids 12th standard.
6. Ladies of KTK may be rotated within Karnataka among KTK Circle BBNW, CN TX, QA etc please.
7. BSNL has to consider the people who request and wish to work in other circles voluntarily instead of waiting for their long stay so that they can break their tenure as per their convenience before reaching to long stay stage at which they may not be in position to go out of circle.
8. Persuasion may be made with management to bring back the transferred executive after completion of two years.
9. The main set back of this transfer is the knowhow of our network and command over the network by our executive in the present working place will be lost.
10. There are many medical cases which are not in the list of announced BSNL list which are critical and need support of employees for their spouse and dependent, consideration for critical medical cases must be considered especially paralysis, dementia, Parkinson disease etc pl.

Hence it is to request your kind intervention for highlighting the burning issues of Karnataka shortage of staff, hand on projects like GSM 4G saturation , Phase 9.2 projects, Bharat net project etc and to ensure for cancellation of long stay transfer from Karnataka in the interest of the BSNL service and Executives welfare please.

Thanking you.

Yours faithfully



S P Jagdale
CS SNEA Karnataka