

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Recognised Majority Executives' Association)  
KARNATAKA CIRCLE, BANGALORE.



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No. SNEA/Rule 8 Transfers/17-18/

Dated:14<sup>th</sup> May 2018

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To,

**Shri R Mani,**

Chief General Manager Telecommunications  
Karnataka Circle, BSNL,  
Bangalore-560008

Respected Sir,

Sub: Considering of the Rule 8 transfers in the cadre of JTOs.

Ref: Formal Meeting held on 5<sup>th</sup> May 2018.

We are very much agitated on the sudden stopping of the Rule 8 transfers and the proposed decision not to consider any Rule 8 transfers based on the data provided by GM Admin. In this regard we would like to put the records straight and would like to bring the following facts for your judicious consideration in the matter.

1. It may be recalled that in the **year 2016**, around 190 TTAs had been regularized as JTOs and it is during this time that SNEA has taken up the issue and even launched the organization programs in the interest of achieving the Rule 8 transfers. The administration has held meeting with SNEA and issued letter of accepting 64 Rule 8 transfers in the cadre of JTOs as against the said 190 JTOs regularized from the cadre of TTAs. (Though approval was for 64 only 53 JTOs have taken transfer in this group).
2. In the **year 2017**, 10 LICE JTOs joined in Jan 2017 after completion of training. Again in the month of May 2017 another 72 LICE JTOs joined after training. It is as per this reporting of JTOs, SNEA again SNEA took up the case of Rule 8 transfers and as per the minutes of the formal meeting with SNEA 72 JTOs Rule 8 transfers were approved. (Though approval was for 72 only 70 JTOs have taken transfer in this group).

3. Again in the formal meeting held on 4<sup>th</sup> Sept 2017, in the chairmanship of the present CGMT, another 50 (50 plus 5 spouse) Rule 8 transfers were agreed to be processed with the condition that the JTOs will be relieved in the month of April 2018. During this intervening period though 198 LICE JTOs have reported after completion of training in the month of Jan 2018, the Rule 8 transfers considered are very less compared to the year 2017. The appeal of CGMT to focus on works and development of circle till the financial year end was also positively responded by SNEA and accordingly till April 2018, no cases other than these 55 were processed during the year 2018.
4. As on April 2018, still 191 Rule 8 transfers were pending and in view of huge pending WL, SNEA again requested for the exclusive formal meeting to consider the Rule 8 transfers of the pending cases and accordingly on 5<sup>th</sup> May the meeting was held and SNEA disagreed to the total denial of Rule 8 transfers on this day of meeting.
5. The facts stated above clearly show that as against **476** JTOs in the form of TTA to JTO regularization and LICE promotions ( 190 TTA Reg+ 286 LICE) net Rule 8 transfers considered are only 173.
6. In this meeting, an official assessment was produced to SNEA and we were informed that further Rule 8 cannot be considered based on the shortages of the circle compared to the working strength of other circles.
7. In addition to above 173 JTO from GATE pool are trained and working in the afield units excluding the resigned JTOs in GATE pool. Another 41 (36+5) JTOs are under training. So totally **214** GATE pool JTOs is an addition to the above strength of LICE as stated in para 5.
8. Your justification that the LICE strength cannot be accounted for considering Rule 8 as it is not an addition in number is not justified as the above R 8 transfers are all done against such promotions only in 2016 and 2017, in accordance with BSNL CO directives and 120 JEs have also been recruited, trained and inducted in the said period.
9. Further, comparing the working percentage of the JTO strength with other circle whose sanctioned strength as compared to Karnataka Circle is very very less. For Karnataka the sanctioned strength is **3280** ( 3280 + 664 Non Rec) as compared to AP (1761), Telangana (1231), Chennai (1016) Maharastra (1457), Tamilnadue(2764) and Kerala (2364). Naturally their working percentage will be higher when compared with our circle. Using this calculation to deny Rule 8 is also illogical. Our present working strength (1413 + 289 of NR) is almost equal to sanctioned strength of a very big circle like Maharashtra and if it is taken as a reference then there is absolutely no justification for the argument of shortage in Karnataka which amount to 96% [ (1413/1457)\*100].
10. As against 476 promotee JTOs 173 Rule 8 transfers are considered as stated above in the past; **but now denying Rule 8 totally as against 214 Gate pool JTOs is not a motivating**

approach and HR trend but it is against the guidelines of the BSNL Corp Office directions and totally conflicts the understanding we had with the administration.

11. Therefore, it is to state that though while 191 Rule 8 WL is existing and 198 LICE and 214 GATE pool JTOs have joined in the current year 2018, the total denial of Rule transfers after the deferred relieving of 50 old cases is very much disappointing to us and has created a huge dissatisfaction among the Rule 8 aspirants.
12. The unilateral decision of the administration and the 5<sup>th</sup> May 2018 meeting; held just to communicate this harsh and de-motivating decision has created tremendous turbulence and agitation in the minds of the remaining Rule 8 JTOs.
13. The abrupt stalling of the process has created a situation that those Rule 8 candidates who have registered in the year 2015 are partly relieved and partly waiting. This is a very serious heartburn for some in WL because some of their batchmates already transferred. This fact was several times brought to the notice of administration several times and even in our conference.

In the background of the above facts, anomalies and serious demotivation in the minds of our young JTOs who had worked for decades and contributed for the good name for this circle in achieving several mile stones, as recognized association of executives, we most earnestly request your goodself to kindly review the whole issue with a open mind and create a smooth and motivating atmosphere. We therefore request you to kindly immediately reconvene the meeting at the earliest to clear the stalemate.

Thanking you,

Yours faithfully,

**S P Jagadale**  
**Circle Secretary,**  
SNEA Karnataka Circle,  
Bangalore.

Copy to: Com K Sebastin, GS SNEA CHQ for kind information and intervention.

