



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/503 (CDR)**

**28.12.2020**

To,

**Shri Arvind Vadnerkar,  
Director (HR), BSNL,  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane,  
Janpath, New Delhi – 110 001**

Sir,

Sub: - **Arbitrary changing of the 'Transfer Liability' of the Non-Executives - demanding to take remedial action - req.**

Ref: - **BSNL letter no.4-02/2014 - Restg. Vol. V (Pt.) dated 27.08.2020.**

With reference to the letter cited above, we wish to bring the following to your kind notice, for favour of appropriate action.

Right from the day when the process was started by the Corporate Office, regarding Consolidation of Business Areas, BSNLEU has been demanding that, the existing transfer liability of the Non-Executives should not be disturbed. The Management had also assured that the existing transfer liability of the Non-Executives would be maintained, and that the Non-Executives would not be transferred out of the SSA, consequent to the Consolidation of Business Areas.

However, contrary to this categorical assurance given by the BSNL Management, a provision has been included in the letter cited under reference, which has given handle to the officers at the circle and district levels to involve in mischief. In para D) ii) of the letter cited under reference, the following ambiguous provision has been included under the caption *Administrative / HR / Establishment matters*.

Para ii) reads thus:-

*".....Transfer liability of SSA cadre / staff will remain unchanged i.e., it will continue as is existing now, even after consolidation of SSAs into Business Areas. However, in case of urgency and need to reallocate the Non-Executive to another Operation unit area, an option may be called for willingness from Non-Executives to post/transfer out to another Operation unit area or some process may be defined by BA for uniform implementation before effecting transfer."*

The wordings of the above para convey the sense that, Non-Executives can be transferred, if needed. It says that some process might be defined by the BA for effecting the transfers. It is regrettable that, the Management did not even have the courtesy to take the view of the Recognised Unions into account, before effecting such a major change in the service conditions of the Non-Executives. This is a clear-cut violation of the Code of Discipline, for which both the Management, as well as the Recognised Unions, are parties. We record our strong protest to this arbitrariness of the Management. The General Secretary has already discussed the matter with the GM(Restg.) and has demanded removal of this clause.

You are aware that recently, the General Manager, Tezpur, had transferred five Non-Executives from Nagaon SSA to Tezpur SSA, of course utilising the above quoted ambiguous provisions contained in the Corporate Office letter. The CHQ of our Union protested against these transfers and took up the issue with the Director (HR). Based on this, the transfers are presently kept under abeyance. The arbitrary transfer order issued by the General Manager, Tezpur, speaks volumes about the potential mischief that can be done by unscrupulous officers, to harass the Non-Executives, utilising the ambiguous provisions contained in this letter.

BSNLEU categorically demands that, the existing transfer liability of the Non-Executives should continue, even after the Consolidation of Business Areas. There should not be any ambiguity on this account. In view of this, we demand that the clause D) ii) should be totally expunged. In its place a categorical assertion should be made that, the transfer liability of the Non-Executives is within the SSA and that they should not be transferred out of the SSA.

Another provision that is likely to provide handle for misuse by officers at the circle and SSA levels, is the usage of the term "**merger**", in the letter cited under reference. Right from the beginning, the corporate management had been maintaining that, Consolidation of Business Areas does not tantamount to merger of SSAs, but it is only related to delegation of administrative and financial powers. With the view to ensure this, the Corporate Office had also been cautious in avoiding the usage of the word "**merger**". However, the word "merger" has been used in para D) i) of the letter cited under reference.

It reads thus:-

*"Service Book of all the staff of the merged SSAs i.e. AGM/DE(Op-Dist name)/ DGM(Op-District name) office is to be maintained at Business Area level."*

No where in the letter cited under reference, the usage of the term '**merger**' has taken place, except in para D) i). The usage of the term "merged SSAs" conveys the sense that' SSAs remain merged, after the Consolidation of Business Area is implemented. The usage of the term "merged SSAs" also gives room for ambiguity and resultant misuse / mischief by circle / business area level officers.

Hence, we strongly demand that, the term "merged SSAs", which comes in para D) i) should be removed. We request you to kindly cause to issue necessary instruction for effecting the changes, as demanded above.

Thanking you,

*Yours sincerely,*



**[P. Abhimanyu]**  
**General Secretary**

Copy to: Shri Manish Kumar, GM (Restg.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi - 110001