



BSNL EMPLOYEES UNION

Central Head Quarters

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P. Abhimanyu
General Secretary

Main Recognised Representative Union.
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18.09.2024

BSNLEU/510 (T&P)

To,

Dr. Kalyan Sagar Nippani,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - **Relaxing the stringent conditions inserted in the BSNL Transfer Policy, requesting to include the representatives of Unions / Associations in the Committee – req.**

Sir,

Ref: - (1) BSNL letter no.BSNLCO-A/15(22)/28/2021-ESTAB dated 27.08.2021.
(2) BSNLEU letter no.BSNLEU/510 (T&P) dated 03.09.2021.
(3) BSNLEU letter no.BSNLEU/510 (T&P) dated 20.01.2022.

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

We have come to know that the Management has constituted a Committee for reviewing the BSNL Transfer Policy. It is the long pending demand of BSNLEU, as well as the unions and associations, that the stringent conditions inserted through amendments to the BSNL Transfer policy should be removed.

We wish to bring to your kind notice that, in the meeting held between the CMD BSNL and the unions and associations on 27.10.2021, the CMD BSNL has assured that a Joint Committee consisting of the Management Side and 4 members from the Unions / Associations, would be formed to review the amendments done to the BSNL Transfer Policy. The relevant portion of the minutes issued for the meeting held on 27.10.2021, reads as follows:-

“6. Removal of stringent conditions incorporated in Para 9 of BSNL Transfer Policy:

It was informed that a committee comprising PGM(Pers.), Sr.GM(Estt.), Sr.GM(SR) and four members from Unions/Associations shall be formed to include other genuine/emergency conditions requiring Rule-9 transfer.”

A copy of the above mentioned minutes is enclosed for your kind perusal. We earnestly request you to kindly include 4 members from the Unions and Associations to the Committee that has been formed to review the BSNL Transfer Policy and honour the commitment given by the Management.

Having said this, we bring the following views of BSNLEU, with regards to amending / relaxing the stringent conditions contained in the BSNL Transfer Policy.

Clause 9 (a) I

As per this new clause, temporary transfer will be considered only in the case of medical emergency, having cancer, renal failure, poliomyelitis (for children), Cerebral palsy, spastics, TB, Thalassaemia Major.

We request that, these stringent conditions should be removed. Employees with other ailments should also be considered for temporary transfer.

Clause 9 (a) II

Till recently, employees who met with accidents and who sustained serious injuries / fractures were getting temporary transfer. But the above clause says that, the employee becomes eligible for temporary transfer, only if he / she sustains **permanent disability**. As per this clause, even an employee who sustains serious injuries in accidents, will not get temporary transfer, if he does not sustain permanent disability.

We request that, this stringent condition should be removed. Employees who sustain injuries in accidents should be considered for temporary transfer.

Clause 9 (a) (iv)

As per this amended clause, an employee will become eligible for temporary transfer only on completion of 3 years of service. Earlier, officials who have completed 2 years of service were getting temporary transfers.

We request that, the above amendment should be removed and the employees who have completed 2 years of service should also be considered for temporary transfers.

Clause 9 (b)

Earlier, the temporary transfer of an official could be extended upto 5 years. However, as per the amendment incorporated, the temporary transfer of an official will not be extended beyond 2 years.

We request that, the temporary transfer should be extended upto 5 years in genuine cases, as was the practice earlier.

We also wish to bring to your kind notice that, earlier, the power for sanctioning Temporary Transfers was vested in the Director (HR). Depending upon the genuineness of the problem faced by the employees, the Director (HR) would use his discretion for approving the Temporary Transfer. We request that, the 'discretionary power' of the Director (HR), for approving the Temporary Transfer, should be restored.

Thanking you,

Yours sincerely



**[P. Abhimanyu]
General Secretary**

Copy to: (1) Shri Dinesh Mahur, PGM(Pers.) & Chairman of the Internal Committee formed to review the BSNL Transfer Policy.

(2) Ms. Anita Johri, PGM (SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001

(3) Shri S.P. Singh, PGM(Estt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001



BHARAT SANCHAR NIGAM LTD.

**BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,**

F.No.BSNL/7-3/SR/2018

dated the 29.10.2021

To

Sh. P. Abhimanyu
Convenor.

Sh. C. Singh,
Chairman.

This is with reference to the meeting of CMD and Board of Directors, BSNL held with Unions and Associations on 27.10.2021. Point wise discussion on the charter of demands is outlined as below:

1. Disbursement of Salary on due date:

It was informed that September salary had been paid on 11.10.21 in view of Dusshera festival and maintenance funds were still pending to be disbursed to the field units. Also, repayment of loan to banks were due in December 2021.

The unions and associations demanded the regularization of salary and stated that it was the leading agenda item in their recent notices of agitation.

It was informed that salary would be regularized by 31.01.2022. The salary of October 2021 will be paid before Diwali and for November 2021, salary will be paid by 30.11.2021. However, it may impact availability of fund for maintenance.

2. Wage Revision of the Non-Executives/3rd PRC for Executives:

It was informed that wage revision committee was being reconstituted and a meeting will be held after Diwali. The unions and associations submitted that they were agreeable to wage revision with 0% fitment to address stagnation.

3. Time-bound promotion as approved by the Board before Restructuring, by taking sufficient number of posts in various grades, as single cluster in Restructuring:

It was informed that restructuring proposal had been approved by the Board and notification will be issued soon.

[Handwritten signature]
29.10.2021
A.C. MISHRA

4. **Withdrawal of the Show-Cause Notices under FR 17(a):**

It was informed that the approval for withdrawal of show cause notices against retired employees had been withdrawn so that their retirement benefits could be settled. The unions demanded the withdrawal of show cause notices against the serving employees as well. Dir HR assured to look into the matter.

5. **Holding of various LICEs of the Non-Executives:**

It was informed that a general notification for LICE will be issued by 30th November 2021. However, a detailed notification would be issued only after all aspects including reservation rosters, vacancy calculation etc. had been finalized.

6. **Removal of stringent conditions incorporated in Para- 9 of BSNL Transfer Policy:**

It was informed that a committee comprising PGM(Pers.), Sr.GM(Estt.), Sr.GM(SR) and four members from Union/Associations shall be formed to include other genuine/emergency conditions requiring Rule-9 transfer.


7. **Threatening letters against dharna, hunger strike etc:**

It was informed that SR Cell was reviewing the issue in line with extant rules and guidelines. The unions and associations requested to review the entries made in the service book/ERP. Dir HR assured to look into the matter.

8. **SAB contribution pending from April, 2020:**

It was informed that the regularization of salary on union/association demand would have repercussions on the funds distribution. The contribution will be paid by 31.03.2022

This is issued with the approval of the competent authority.


(Pardeep Kumar)
Asstt. General Manager (SR)