

ALL INDIA TELECOM EXECUTIVE & ENGINEERS ASSOCIATION

Central Head Quarters

705, Admin Building, Ghaziabad, 201002

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No. AITEEA/CHQ/HR/2017

Dated, 4th of January, 2017

To,
Smt. Sujata T. Ray
Honorable Director (HR)
BSNL Board
Corporate Office, New Delhi.

Subject: Request for precise Corporate Office instructions to All Circle Heads for immediate settlement of all pending Rule-8 Transfer cases –Regarding.

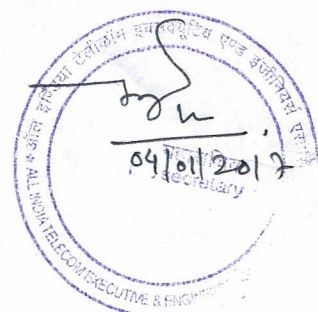
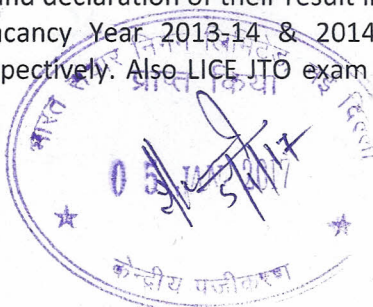
Respected Madam,

With deep regards for your esteemed self, on behalf of "All India Telecom Executive and Engineers Association (AITEEA)" the undersigned wish to invite your kind attention towards the most important but totally neglected HR issue of Rule 8 transfers of JTOs in various Circles leading the situation towards huge unrest among young Executives.

The issue of request transfers under Rule 8 of majority of Junior Telecom Officers (JTOs) having full eligibility for the same, have been withheld deliberately by Circle Heads which, in turn, not only promoting the horse trading, corruption and threatening at Circle level but also giving rise to the cause of resentment, demotivation & huge unrest at very ground/field level among these young Executives. All these Executives have worked hard & still putting their best in their units for the progress of BSNL keeping in mind that their application under Rule-8 transfer will be considered in routine with full transparency for their home circles after completion of five years of their service. However it has gone more than seven years of many executives & still no process has been initiated by majority of Circles/Unit Heads.

Circles such as West Bengal, Assam, North East-I, North East-II, Gujarat, Maharashtra, Tamil Nadu, Karnataka Circle etc. (as tabulated in page 2) have failed to initiate this process in transparent, smooth & consistent way. Since last 2-3 years, executives, after completing their all eligibility, are when applying for their Rule-8 transfers in their Circles, they are getting either no reply or always vague answer such as shortage of staff etc. In this context the undersigned would like to draw your kind attention towards the fact that, despite of having such a large quantum of intake in the JTO cadre through LICE's, to make local arrangements for clearing Rule-8 waiting list, the Circles Heads are showing reluctance towards consideration of mountain rising Rule-8 applications. This also shows their poor managerial capacity where they simply don't want to loose any single officer from their strength on pretext of having more manpower (almost double, One existing DR JTO + One LICE qualified JTO) on same functional requirement.

Some circles e.g. Gujarat, Assam, NE-I & II etc are making continuous excuse of shortage of executive cadre. We think under your esteemed guidance you are fulfilling this executives' shortage issue by conducting regular LICE for promotion to JTO cadre. We congratulate you for conducting exams and declaration of their result in a very short span of time. Recently LICE JTO exam for Vacancy Year 2013-14 & 2014-15 conducted with qualification of 1735 and 1906 JTOs respectively. Also LICE JTO exam for Vacancy 2015-16





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conducted successfully for 2137 more candidates. Similarly external JEs recruitment for 2700 got conducted successfully. These facts have been summed up & they are as below for immediate consideration of all pending Rule-8 transfer of JTOs in proportion to 1:1 -

Sr. No.	Circle	JTOs Rule-8 Transfer pending	LICE passed JTOs (Under Vacancy Yr 2013-14 & 2014-15)	Remarks
1	West Bengal	117	247	
2	Kolkata TD	15		
3	Assam	115	81	LICE Vacancy yr 2013-14: 23 numbers of JTOs completing Phase-1 Training on 25.12.2016. Training of 55 numbers of LICE qualified JTOs vacancy yr 2014-15 is about to start. Exam conducted for LICE 2015-16 – 83 numbers JTO
4	North East-I	59	13	
5	North East-II	22	35	
6	Gujarat	272	354	LICE vacancy yr 2013-14 – 257 No.s of JTOs completing Phase-I Training on 25.12.2016. Exam conducted for LICE vacancy yr 2015-16: 150 No. JTOs
7	Maharashtra	98	227	Exam conducted for LICE 2015-16: 204 numbers of JTOs
8	Karnataka	230	103	
9	Tamil Nadu	86	403	LICE vacancy yr 2013-14 – 218 numbers of JTOs completing Phase-I Training on 25.12.2016
10	Chennai TD	16		
11	Himachal Pradesh	36	60	
12	Orissa	28	18	Also 10 numbers of JTOs recently joined Orissa circle from other circles under Rule-8 transfer but still no processing of Rule-8 transfer from Orissa circle.
13	Haryana	23	97	
14	Uttaranchal	3	52	





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In addition to the above submission, few suggestions/feedback for the kind consideration of your good self regarding smooth implementation of Rule-8 transfers:

1. It is requested kindly issue order/necessary instructions to the Heads of Telecom Circles to make full transparency in making & further updating of the waiting list which need to be available on public platform like on the intranet of Circle/ BSNL CO and proper forwarding of the transfer applications without any delay, so that a fair transfer policy may be implemented in true spirit.
2. It is worth to mention here that for last couple of months all the circles were almost without JE's because major bunch of existing JE's were deputed in JTO Phase-I training at various RTTC's, still there was no retardation in any of financial or services availability which is clear indication of the fact that these new entrants in the JTO cadre will under "Extra Human Resource" of the concerned circles, if not posted as reliever of Rule-8 waiting candidates in proportion of (1:1) both in terms of revenue and staff. Rule-8 cases can immediately be settled by replacement with LICE qualified JTOs. LICE passed JTOs in majority of circles are more in numbers than candidates waiting for Rule-8 transfer. As these JTOs are completing phase-I training and ready to join their field units, so if instructions from your good office is circulated to all circles to consider relieving of JTOs under rule-8 transfer with LICE passed JTOs in 1:1 ratio then it will be of much support and motivation to all JTOs seeking transfer since 7 years or more.
3. It has been observed that some circles have processed few applications under Rule-8 Transfer. Even after issuing of orders from Circles – Non-Recruiting Circles/ SSAs are not relieving them for one reasons or the other and resulting into unwanted harassment of JTOs at field level. For these type of cases our humble suggestion to issue instructions to circles to post JTOs, considering the waiting list of Rule-8 transfer in respective SSAs or non-recruiting units. In recent past JEs were recruited and posted in SSAs and new JEs recruitment is also under process. So proper planning at this time will remove the pain and anguish of JTOs posted at tenure circles etc by immediate replacement with LICE passed JTOs.
4. As per the experience in recent past it has been observed that SSAs are not relieving applicants even after posting of some JTOs in their units. For this it is suggested that relieving of applicant JTOs must be done by Circles through ERP after one month of joining of LICE passed JTO in respective unit.



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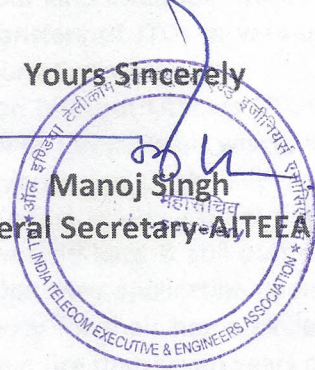
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In the light of above facts & findings, it is requested before your kind self to arrange to issue precise instructions to All Circle Heads for immediate implementation of all pending Rule-8 without any further delay as already more than six months have elapsed due to MV code of conduct. This association demands for the settlement of all Rule-8 transfer cases with fair, transparent & consistent way, leaving no scope for the demotivation of the worth young & energetic Executives of BSNL.

With Due Regards,

Yours Sincerely

Manoj Singh
General Secretary-AITEEA



Copy to:

1. Honorable Chairman and Managing Director, BSNL, Corporate Office
2. GM (Estb.), BSNL, Corporate Office for necessary action please.
3. GM (SR), BSNL, Corporate Office for necessary action please.