

**All India Graduate Engineers & Telecom Officers Association****Punjab Telecom Circle****(The Recognised Representative Association of BSNL)****Circle President****Vikas Gupta**

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cfsaigpb@gmail.com**No. AIGETOA/Punjab/CS/2020-21/21****Dated: 24/04/2021**

To,

Chief General Manager Telecom

BSNL, Punjab Telecom Circle.

Chandigarh

Sub: Regarding Undue/Arbitrary Transfers and postings of Executives at Pathankot OA(Amritsar BA).**Respected Sir,**

We would like to draw your kind attention towards the AGM (HR & Plg) O/o GMTD Amritsar BA memo no. E-1/Office orders/Exec./HR-II/PKT/05 and Q-4050/130 dated 21.04.2021, whereby large number of Transfer and Posting orders have been issued at Pathankot OA(Amritsar BA). These orders are arbitrary in nature, in disregard of prevailing situation & ground realities and are against the interests of BSNL & the Employees. Following points are submitted for your kind consideration in this regard, please:

(1) Pandemic/Covid-19:- The situation is very grim in whole of India in the wake of Covid-19 pandemic and the surge of wave is very high especially in Punjab which is amongst TOP 5 contributors of infections and deaths. The guidelines of the governments and health authorities to the general public are of minimum outing maximum indoor stay and to work from home as far as possible. Accordingly, transfers should have been avoided or resorted to bare minimum to cater to any urgency or gross shortages, which would have obviated the need of the shifting of the families of the affected employees or unwanted travel in public transport which is already restricted as per GOI guidelines.

(2) Avoidable TA/TP Expenditure:- BSNL is passing through a phase of financial turmoil since long and it is not proper to burden the company with avoidable TA/TP expenditure. It is very well known to all of us that BSNL is not even able to disburse the salary of staff on the last date of month. Our Diesel engines are not running due to shortage of fuel, payment of contractual labors are due since long.

(3) Stay Period/Station tenure ignored:- The policy guidelines in respect of stay period / station tenure have been ignored in the orders. However, in utter disregard and blatant violation of BSNL Transfer policy, the BSNL authorities at BA levels are transferring the employees without any justified reasons and without following the BSNL rules and regulations qua the seniority and stay period and transfers are being done as per whims and fancies of the unit head.

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The resentment and feedback of the field executives in respect of transfers has already been brought to the knowledge of your kind self and other circle & BA authorities. However, it has been observed that our pleas are not being taken seriously and not being considered in a positive manner and no action is being taken by Punjab circle authorities to our genuine requests. Intra circle request transfers have not been considered but forceful / unwanted transfers are being executed.

The above view gets strengthened by the fact that even after lapse of more than four months from the date of submission of Agenda of meeting by the AIGETOA Punjab and various requests / reminders thereafter, no date / time has been granted for the meeting by circle authorities so far. This shows that BSNL circle management is not sincere towards association-management dialogue which is the essence of the MoU between management and majority association.

It's my responsibility to bring to your kind knowledge the general unrest brewing amongst the Executives of BSNL Punjab circle due to management's general apathy towards their genuine issues already raised by the AIGETOA, the majority association. Onus to subside the resentment rests with your kind self. The wrong decisions of the BA heads like recent transfer orders by Amritsar BA head needs to be addressed at Circle level amicably, failure of which may pollute the peaceful and trustworthy atmosphere and will deaminize our efforts of dousing the unrest. This association view these orders uncalled for, prejudiced, devoid of merit and in utter disregard and blatant violation of advisories of GOI / Punjab Govt. and health authorities issued in r/o prevailing Pandemic.

In view of the above mentioned facts, it is requested that the transfer orders issued vide above referred letter may kindly be reviewed / cancelled / held in abeyance and only need based fresh orders may be issued after obtaining requests of the employees.

With warm regards,

[YOGESH CHHABRA]**Circle Secretary****Copy to:**

1. The General Secretary, AIGETOA HQ, New Delhi with a request to take up the matter with Director (HR).
2. The GM(HR) Punjab Telecom Circle, Chandigarh for kind information and NA please.