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No. AIGETOA/Punjab/CS/2020-21/03

Dated: 01/12/2020

To,

Chief General Manager Telecom  
BSNL, Punjab Telecom Circle,  
Chandigarh.

**Sub.: -Regarding Arbitrary Mass Transfers and Postings of Account and Finance Executives especially of Bathinda & Sangrur SSAs.**

Respected Sir,

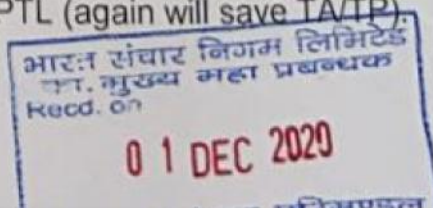
We would like to draw your kind attention towards the Punjab Circle orders vide Memo No-Staff/IF/PB/JAO/XXI/Vol-II/42 Dated 24.11.2020, whereby large number of Transfer and Posting orders of Accounts and Finance executives have been issued on the pretext of BA merger. These orders are arbitrary in nature, 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. Stay period / station Tenure Ignored:** The policy guidelines in respect of stay period / station tenure have been ignored in the orders. The employees with longer stay at a station have not been transferred. For e.g. Sangrur SSA has 13 JAO, out of which 6 JAO transferred to different SSA's. Official at 2<sup>nd</sup> last position in the stay particular list published by CAO (IF) on dated 01.09.2020. Still he transferred to Patiala.
- 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. Some requests for intra SSA/BA transfer from Ferozepur BA to Chandigarh and/or Sangrur to Patiala etc are already pending, but instead the JAOs / AOs from Bathinda and Sangrur have been transferred with TA/TP which results in financial loss to BSNL. **Circle office should consider transfers by processing existing requests or ask for fresh requests from all employees of Punjab Circle to avoid financial loss to BSNL and employee satisfaction.**

For example, refer the attached requests from different officials such as

One request marked "A" from Sangrur to Patiala and another request marked "B" for retention at Sangrur (will save TA/TP).

On similar grounds, request marked "C" from BTA to FZP (in place of transfer to Patiala) and another request marked "D" from FZP to PTL (again will save TA/TP).



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By considering the above said requests, the number of officials desired at all stations remains same while saving extra expenditure as TA/TP.

3. **Transfers in mid-session against the BSNL HQ instructions**: The present time being the mid-session, is very crucial for the children of employees. It is very hard for the families of employees to shift to different place as the studies of children will be adversely affected. These transfers are also against the HQ directives which envisage that transfers should preferably be done at the end of financial year only.
4. **Interests of staff for Claims reimbursements & other official operational activities Ignored**: Many activities like submission of hard copies of medical bill, electricity bills, TA bills, HR activities of employees, various planning works are required to be done at SSA level. Shifting all the work of Accounts Section to the BA level will lead to inefficiency in work, resentment among working employee, and harassment of working and retired employees. It may be counter-productive inhibiting the operational efficiency.
5. **ERP / E-Office / Online working ignored**: Many works in BSNL are not location based and performed through ERP, E-Office and other centralized office tools. Few works like banking etc. can be better managed in localized environment. Keeping in view these two factors mass transfers at this juncture are not advisable as the task related to the BA can be performed remotely and task related to the SSA need to be performed locally.
6. **Pandemic / Covid-19**: In the prevailing pandemic situation of COVID-19, most of the companies are offering / allowing Work from Home (WFH) to the employees. It is very difficult for an employee to relocate with family or to commute at a distant place as the risk of getting infected with COVID-19 and its transmission to others is very high. The research shows that recovered people are never healthy as before the Covid-19 infection due to permanent damage of critical organs like Lungs, Kidneys and hearts.

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.

(YOGESH CHHABRA)

CIRCLE SECRETARY

Copy to: PGM (Finance), % CGMT, Punjab Circle, Chandigarh – For kind information & n/a please