

राष्ट्र हित विभाग हित अधिकारी हित

ALL India Graduate Engineers & Telecom Officers Association
Andhra Pradesh Telecom Circle, Vijayawada
(A Recognised Association of BSNL Executives)
(Affiliated to BMS)

Regno. HR/019/2018/02138

Circle President
K.Uma Mahendra
9490244222

Circle Secretary
M.V.Satyanarayana
9490179300

Circle Finance Secretary
K.Ravi Kumar
9490177700

All Communication at E-mail - "aigetoacsap@gmail.com"

No. CS/AIGETOA/AP Circle/2023-24/14

Dated at VJW the 01.05.2024

To,
The Chief General Manager,
AP Telecom Circle.

Sub: Request to defer the long stay intra-circle transfer process to next year or minimize them to the bare minimum number of intra-circle transfers considering the ongoing projects and concerns of executives in AP circle-Reg.

Ref: Lr. No. APCO-11/20(15)/3/2022-HR Section-APCO/2 Dated at VJW the 27.04.2024.

Respected sir,

We believe that Intra-circle transfers play a crucial role in ensuring organizational efficiency. The establishment of a special OTP window aligns with our commitment to enhancing employee experience and optimizing operational effectiveness within the organization. However, the current process may present challenges for employees seeking such transfers due to ongoing several key projects.

1. Ongoing projects

As you are aware, AP Circle is currently engaged in several key projects like:

- a. The **Saturation Project** aims to provide 4G mobile services in uncovered villages across the AP Circle.
- b. The **IX.2 Project** is focused on the rollout of indigenous 4G services
- c. The **MAAN Project** involves the upgrade of the MPLS-IP based Access and Aggregation Network

These projects are vital for enhancing BSNL's infrastructure and service capabilities. However, they also require **a stable and experienced workforce** that is well-acquainted with the local challenges and customer base. Due to Implementation of huge number of intra-circle transfers will impact

- a. **Project Continuity:** Frequent transfers disrupt the continuity of project work, leading to delays and potential cost overruns.
- b. **Local Expertise:** Employees who have developed expertise and understanding of the local area and customer needs are often transferred, which can impact service quality.
- c. **Employee Morale:** The uncertainty of transfers can affect employee morale and their commitment to long-term projects.

2. Pending inter BA/OA OTP request transfers

Request to clear all the pending inter BA/OA OTP request transfers as on date prior to implementation of intra circle long stay transfers

3. Spouse grounds

As you are aware, transfers can significantly impact the lives of our employees and their families, particularly when they involve a spouse who may also be employed within our organization or in another organization.

We request you to consider exempting transfers on spousal grounds from the long stay intra circle transfers.

4. Persons with disability

We request you to exempt persons with disabilities from long stay intra circle transfers as per the requests of the employees.

5. Care giver of disability child

Given the unique challenges faced by caregivers of disabled children or dependents, we request an exemption from longstanding intra-circle transfers for employees in this category

6. JTO/SDE/AGM's (relaxation of 6 months for 57 years exemption)

We request exemption from intra-circle transfers for JTO/SDE/AGMs who about to reach of 57 years in next 6 months. Granting this exemption would provide these dedicated professionals with the opportunity to conclude their careers within familiar environments, thereby ensuring a smooth transition into retirement and preserving the continuity of critical projects and initiatives.

7. Medical grounds

We request exemption from longstanding intra-circle transfers for employees who are experiencing significant medical challenges. Granting this exemption would provide these employees with the necessary support and accommodation to prioritize their health and recovery without the added stress and disruption of a transfer.

8. Immunity Grounds

We request the facility of immunity from longstanding intra-circle transfers to office bearers of AIGETOA in their respective OA/BA's as per REA rules of BSNL 2014.

9. Women Employees

We request the relaxation of women employees from long-stay intra-circle transfers. This could help alleviate potential challenges that women may face due to transfers, such as uprooting their families, adjusting to new surroundings, and maintaining work-life balance.

10. Relaxation of 6 months who are nearing 20 years circle stay

The corporate office has given relaxation to intra-circle transfers to the executives with circle stay of more than 20 years vide Lr. No: BSNLCO-PETS/11(11)/4/2020-PERS1 dated 27.12.2023. In this regard kindly extend 6 months relaxation to all executives who are near to 20 years of circle stay.

11. Providing TA/TP as per transfer policy

As per transfer policy, transfer after 2 years on request shall be at the company's cost. In this connection, all long-stay transferred executives are eligible for TA/TP.

In light of the above challenges & concerns of the members of AIGETOA, it is requested to defer the long stay intra-circle transfer process to next year or minimize them to the bare minimum necessary for operational effectiveness by considering continuity and successful implementation of ongoing key projects, long stay Inter-circle transfers of executives in SDE and AGM cadre being executed every year by CO ND, Employee satisfaction and education continuity of employee's children especially when transfers occur after admission into the new academic year.

With regards,

(M V SATYANARAYANA)
Circle Secretary
AIGETOA- AP Circle