



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION  
CENTRAL HEADQUARTERS  
NEW DELHI**

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No. AIBSNLEA/CHQ/Director (HR)/2011-12

Dated :06.02.2012

To  
**Shri A. N. Rai**  
Director(HR), BSNL  
New Delhi-110001

**Subject:- Non settlement of staff grievances- affairs of Tamilnadu Telecom Circle-reg.**

Respected Sir,

We are constraint to bring to your kind notice that despite our representatives of Tamilnadu Circle repeated efforts to settle the genuine issues of our members are not being resolved by GM(F), TN Circle. GM(F) TN Circle with an indifferent & callous attitude is not settling the genuine grievances of executives e.g.

Officiating arrangement in the cadre of CAO/AO:- Recently local officiating promotion order has issued by TN Circle in the cadre of CAO/AO on Circle basis to distant stations, which has created dislocation and inconvenience to the executives and financial burden to BSNL. Generally, the local officiating promotion for 180 days is being issued for the same stations for seniors. GM(F) TN Circle mentioning the EPP provisions that **“Adhoc/officiating arrangements will cease to exist in the company consequent upon completion of Group-‘A’ absorption and implementation of promotional avenues in respect of Group-‘A’ officers as well. Thus, only regular post based promotions, as per BSNL RRs and looking after arrangements under FR-49 will remain operational”**. But the fact, remains that the absorption process of Group-‘A’ officers in BSNL is yet to be completed in real sense and as per the BSNL MSRRs the adhoc promotions will continue.

Moreover, the regular/adhoc promotion orders are not being issued by BSNL CO against vacant 1000 posts of AOs and about 800 posts of CAOs for the last two years. More than 60% vacant CAOs/AOs posts are lying vacant in the Circles, which has caused serious problem in day to day work. Hence, stopping local officiating arrangements at Circle level on the pretext of EPP or delaying by making a reference to BSNL Corporate Office for clarification is not at all justified in the interest of BSNL and its executives.

Secondly the request transfer from one SSA to Home SSA even after completion of 2 years stay is not considered by GM(F) which leads to unrest as almost all the A/Cs personnel are moving outside the Circle on AO Promotion and again on CAO promotion and subsequently on DGM Promotion. In between also they are subjected to transfer on long stay basis to accommodate the transfer request of

finance personnel working in other circles. The stay of TN Circle Accounts Personnel is always a time bound one.

Against the indifferent and callous attitude of GM(F) TN Circle our Circle Association TN Circle has served a notice of Organizational Action Programmes as below

- **05-03-2012: Sending Savingram to GM(F) and CGM/Tamilnadu for settling the issues.**
- **07-03-2012: One day Dharna in front of Circle Office**
- **08-03-2012: Indefinite Fast by Circle Office bearers in front of Circle Office.**

In case the issues are not resolved it will further be intensified and CHQ will also be forced to give a notice for country wide agitation on this issue.

It is not out of place to mention here that GM(F) of TN Circle is repeating such actions and due to that she was shifted to other Circle to maintain peace on earlier occasion.

We would therefore, request you to kindly intervene and advise her to settle the matter or alternatively shift her from the present position to some other circle so that the genuine grievances of the executives of TN Circle are resolved at the earliest and the industrial unrest is avoided.

With kind regards,

Yours Sincerely

-sd-

**(PRAHLAD RAI)**  
**General Secretary**

**Encls: A/A**

**Copy to:-**

- (i) The ED(Fin.), BSNL CO, New Delhi-110001
- (ii) The PGM(SR), BSNL CO, New Delhi-110001
- (iii) The PGM(FP), BSNL CO, New Delhi-110001
- (iv) The Sr. GM(Pers.), BSNL CO, New Delhi-110001