



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications  
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,  
Director HR BSNL Board,  
3<sup>rd</sup> Floor, Bharat Sanchar Bhavan,  
Janpath, New Delhi 110001.

**Letter No. SNEA CHQ/DIR HR/2022-2025**

**Dated 11<sup>th</sup> March 2024.**

**Sub: Request for review the decision of mass transfers of Account wing Executives out of WB Telecom Circle and to cancel Transfer Orders of AO issued from WB Circle to other Circles.**

- Ref:** 1. Letter No. BSNLCO-PSEA/11(11)/4/2023-SEA-Part(1) Dated 12/02/2024.  
2. Letter no.4-2/2022-Restructuring Dated 22/11/2022.  
3. Letter no. 4-02/2021-Restg Dated 24/11/2021.  
4. Letter no. SEA/23/15/2023-SEA/1 Dated 07/12/2023.  
5. Letter no. WBTC/Dy.GM/HR (A)/Misc./2022-23/ Dated 18/02/2022.

**Respected Sir,**

With reference to above subject and Transfer order under reference 1, SEA Cell BSNL CO has issued transfer order of Ten AOs from WBTC Circle to MP, CG and JHKD Telecom Circles. This all of sudden transfers without declaring the stay particulars, asking for options for posting to circles has created mass unrest among the executives in BSNL. In Telecom wing , in all such long stay transfers, the stay of executives all over India is decided and accordingly long stay transfers are being proposed starting with publishing long stay and calling for online options.

But in Account wing transfers, SEA Section BSNL CO, has neither published any long stay list of AOs nor have called options and all of sudden ten AOs from WBTC/CNTXE are transferred. Such visible discrimination between Technical Wing and Finance Wing has been created enormous unrest among the executives of Finance Wing in BSNL on being deprived from getting the same opportunity and missing transparency.

Though nothing has been mentioned in this order, on queries it is being reported by PGM EF BSNL CO that there are 35 excess AOs in WBTC Circle and to equalise the shortage of AOs in other Circles Ten AOs are being transferred out of WB Circle to different Circles. As per PGM EF BSNL CO, there are 35 AOs Excess at WB Circle and more 25 AOs from WB Circle will be transferred to other Circles having shortage of AOs and orders will be issued in phased manner in lots of Ten each time.

In this regard, we are in receipt of a request from CS SNEA WB Circle that the calculations done by SEA section about excess shortage strength of AOs in WB Circle are not factual and correct and excess executives are shown when there is practically shortage of Executives. We also verified it and we are also of the opinion that AOs from WB Circles are wrongly shown as excess when practically there is no single AO excess, rather there is overall shortage of about 48 Finance wing Executives. The details are as follows.

1. By noting the lacunas of sanctioned post of Account Officers in WB Circle, already CGMT WB Circle has taken up matter with BSNL CO vide letter dated 18/02/2022 under reference 5 for enhancement of Sanction Strength of Finance Cadre in WBTC as per defined operational norms issued by BSNL Corporate office.
2. But since last one year, no corrective action has been taken on it and practically there are less sanctioned posts than the justified sanctioned posts as per the norms defined by BSNL CO for sanctioning post of Account wing Officers for the particular Circle.
3. In this letter, CGMT WB Circle has requested for revision of Account wing posts and keeping the total Sanction Strength as 165 Finance wing executives. i.e. DGM:07, CAO:17, AO plus JAO: 141 Nos against sanctioned posts of DGM:09, CAO:18, AO plus JAO: 97 Nos.
4. Surprisingly, instead of the considering request of CGMT WB Circle, vide letter under reference 4, for increasing the posts of JAO plus AO to 141 BSNL CO has published the sanctioned post of 66 JAOS Plus 46 AOs making it total 112. Reference. Thus again the sanctioned post of 141 JAOS plus AOs as requested by CGM WB Circle is not given consideration and sanctioned posts of JAO Plus AOs is now 112.i.e reduction of 29 posts and no reason is given in this letter for such drastic reduction of posts by SEA Cell.
5. When Restg Cell has called data for review of sanctioned posts and work is under active consideration and when CGMT WB Circle has repeatedly requested for increasing the posts as per the norms, then how all of sudden the 29 posts of AOs are reduced is under question and needs to be clarified.
6. Thus the comparison of working strength with the Sanctioned strength as sanctioned is as follows.

Item/Post	JAO	AO	CAO	DGM	Total
Sanction strength	66	46	18	9	139
Working strength	78	59	01	0	138

7. It may be please seen that One CAOs and Eight AOs are working as DGMs, 18 AOs are working as CAOs and thus out of total 59 working AOs, practically 26 AOs are working at higher posts only 33 AOs shouldering responsibility of AOs against 46 sanctioned posts.

8. Means practically, there is a shortage of 13 AOs in WB Circle and 139 are looking after 13 posts of AOs and practically only 65 JAOs are working as JAOs. Thus total strength of working Finance wing Officers in WB Circle is 138 against the total sanctioned post of 139 Nos and there is no single excess AO at WB Circle. This difference and shortage will be more if the actual sanctioned strength is given consideration as proposed by CGM WB Circle. i.e. 165 total Finance wing Officers and there is shortage of 27 Finance wing officers in WB Circle.
9. Apart from the above, the sanctioned strength of BBNL/ Bharat Net vide letter dated 22/11/2022 under reference 2 above should also be considered and thus the Total Strength should be enhanced by 15 more Finance Executives for 5 BAs ( @ 3 Executives for each BA, CAO-5 and AO/JAO - 10). If compared with addition of this practical requirement, then a shortage of finance wing officers will be 42 nos.
10. It may also be worth noting that Telecom Stores, Telecom Factory Kolkata, have also been merged with WBTC. Recently a new vertical in the form of Circle MM Cell has been created by the BSNL Corporate office. Sanction Strength of those units are yet to be included. If we count two AOs at these units, then total additional requirement Finance wing executives will be 06 making total shortage of 48 Finance wing executives in WB Circle and no need of transfer of any account wing executives out of WB Circle.

**Thus from all above facts, it is crystal clear that there is shortage of 48 Finance wing Executives in WB Circle and not excess as being projected by SEA Section BSNL CO and in no way WBTC should be counted in excess circle i.r.o. Finance Executives and hence no transfer out of WB Circle.**

Also, some of these executives have already opted for Own Cost OTP Transfers in ESS portal but their cases have not been considered and they have been transferred to non -opted circles at company cost.

Thus there are many issues in the long stay Transfers of Finance wing executives issued out of WB Circle and hence we request your honour for kind intervention and giving justice to the affected Finance wing executives of WB Circle by:

- A. Cancellation of all these transfer orders which are issued without publishing of long stay data and calling for any options from Individual
- B. SEA Cell may be directed to publish the long stay list and then transfer Executives as per the longest stay criteria to meet shortages in Account wing of deficit circles.
- C. SEA Cell may also be directed for publishing Circle wise Excess, shortage of Finance wing Executives in each cadre from JAO to DGMs.
- D. SEA Cell may be directed to convey reasons for reduction/variation of Sanctioned posts of Finance wing Executives than the justified post as

compared to sanctioned posts as on 07/12/2023 and Sanctioned posts as on 24/11/2021, when work of restructuring of Finance executive posts is yet to be started by Restg cell.

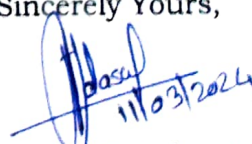
- E. We will continue our stand that long stay transfers from deficit Circles should not be issued, but there is need of transparency about which Circle has excess Executives and which Circle has really shortage.
- F. Then transfer orders may be please issued only to meet shortages of finance wing executives in particular cadre and circle may be issued by calling options with declaration of Circle wise vacancies/shortages of each cadre separately. No Transfer may be issued without calling options by declaring SSA/OA and Circle wise vacancies.
- G. The procedure followed in Account wing for equalisation of shortage may be followed in Telecom & other wings and vice versa which will be equal treatment for executives in all wings and verticals.
- H. We request for transparency in issuing transfer orders of Executives in Finance wing at least to the extent it is being followed in the Telecom wing Transfers by Personal Section BSNL CO.

We are confident that our request will be given due consideration and justice will be given to Finance wing executives from WB Circle.

With Warm Regards,

Sincerely Yours,

Encl:AA

  
**M. S. Adasul**  
**General Secretary**  
**SNEA CHQ**

**Copy to:**

1. CMD BSNL for kind information please.
2. Director Finance BSNL Board for kind information and n/a please.
3. PGM SR/EF/Pers BSNL CO for kind information and n/a please.