

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/303 (AP)

03.08.2018

To,

Ms. Sujata T. Ray,
Director (HR) BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Madam,

Sub: - **Request for reducing tenure of the officials transferred from CGM Office Hyderabad to CGM Office Vijayawada from 3 years to 2 years and for considering immediate sending back of the women employees having child care responsibility - req.**

We wish to bring the following, for favour your kind consideration and necessary action.

1. In the National Council Meeting held on 12.6.2018, we requested for reducing the tenure period of officials transferred from CGM Office Hyderabad to CGM Office Vijayawada, **from 3 years to 2 years**. We shall be thankful for considering this request on priority and issuing orders accordingly.
2. In the NCM, we requested for sending back the single widow parent and other women employees having child care responsibility. The details of the 5 women employees having child care responsibility are given below:
 - a) **Smt M.Chaitanya — she is a single parent (widow)** appointed on compassionate grounds due to the demise of her husband. **She has a daughter of 13 years age**. As per the orders issued by the Government of India, Ministry of Defence, Deptt. of Production, vide their circular No. A/90600/ Policy/DGQA/Adm-7(A) dated 25.4.2013; the **widow single parent** has to be given priority for posting to their choice station, on compassionate grounds. The transfer guidelines 2016 issued by Kendriya Vidyalaya Sanghatan HQ prescribed low score for widow/single parent to avoid transfer. As per the circular issued by the Office of the C.G.D.A Ulan Batar Road Palam, Delhi Cant, single parents with child/children up to 18 years of age are exempted from transfer. As per the DoPT orders on allocation of state government employees between AP & Telangana, widows are given the provision for opting the state for their posting. Besides, she has some other domestic responsibilities detailed in her representation.
 - b) **Smt. K. Padmarani** - Her **husband** is working as a **contract lecturer** in Nizam College, Hyderabad. **Elder daughter is aged 12, another daughter is aged 8, and son is aged 4**. It is obvious that her continuous presence at Hyderabad is required in view of the children at the age mentioned above and her husband employed as a **contract lecturer in a Government College**. The domestic circumstances mentioned in her representation also have imposed more hardship on her.
 - c) **Smt J.Ratnavathi**: She has a baby girl adopted from Women Development Centre. **Age of the baby girl at present is 4 years**. Her husband is working in a small private organisation at Hyderabad and this transfer will make him unemployed. Besides the above facts, she has health and domestic problems detailed in her representation.

Another point for consideration of these cases is that the period of child care leave availed is not included while calculating the tenure period. Therefore these women have to remain at Vijayawada beyond the tenure period, to the extent of child care leave availed by them after joining at Vijayawada.

d) **Ms. Arun Jyothi** - Her case is unique and **merits special consideration and appreciation**. She was **appointed on compassionate grounds in 1996** due to the demise of her father who was Jamadar in CGMT Office Hyderabad. **Her sister and sister's husband have expired long back and she is taking care of the three orphaned children of her sister. The age of these 3 children at present is Saikumar-16 years, Swathi 14 years and Bheem Tej 11 years. To take care of these children, she decided to remain unmarried and thus made a great sacrifice. Thus, though not biologically, she is in a way a single mother deserving all sympathy.** Her mother is heart patient, requiring her presence all the time. She has been thus meticulously fulfilling her responsibility towards her family members, as prescribed in the undertaking given by her at the time of compassionate appointment. **She belongs to the deprived Dalit community.** In view of all these facts, her case for transfer back merits consideration.

Representations of the above 4 officials are enclosed herewith. It is understood that there is one more woman employee (Smt M.Umarani) having child care responsibility, requiring consideration.

It is submitted that these 5 women employees having child care responsibility can be sent back to CGM Office Telangana Circle Hyderabad without any substitute. The allocated number of Sr.ToAs for CGMT Office Vijayawada is 66, as per the decision taken in the meeting held by the Director (HR) on 11.8.2017 at Hyderabad with the two CGMs. The working strength in CGM Office AP Circle at present is 70. In this, the officials transferred unwillingly from Hyderabad are 52. Those posted on option/ appointment/ deputation/ request transfer are 18. In case pending requests for transfer to CGM Office Vijayawada from other SSAs are settled, the number will increase further. A list containing the names of these 70 officials working in CGM Office Vijayawada is enclosed herewith to testify that the number of officials working in CGM Office is more than the allocated strength of 66.

It is requested to kindly cause necessary instructions for sending back these 5 women employees in view of the hardships on account of their responsibility for child care.

Thanking you,

Yours sincerely,



(P. Abhimanyu)
General Secretary

Encl: As above.

Copy to: Shri A.M. Gupta, GM (SR), BSNL CO., Janpath, New Delhi – 110 001