

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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To,

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No. SNEA/MH/Cir Corr/2019-23/1

Dated 30th December 2019.

Sub: Request for giving consideration to certain issues while calculating SSA wise executive Strength which are not covered in the norms of redeployment of executives Post VRS scenario.

Ref: BSNL CO letter No. 1-6/2018/Restg (Pt) Dated 27/12/2019.

Respected Sir,

We are thankful to your good self for discussing the issues related to Executive Strength justification in different SSAs and giving us confidence about transparent working of your good office in post VRS scenario. In continuation to these discussions held on justification of Staff on revised norms published by BSNL Corporate office, now we are sure your office will come out with revised justification for all SSAs in transparent manner. But it seems that these general guidelines do not cover some of important points which needs to be taken care while actual justification of Executive Strength of different SSAs/Bas. The following points needs to be added in the justification of Executive post being calculated in different SSA after post VRS Scenario.

1. While calculating Executive strength of SSAs and deciding surplus /shortage, the executives working and vacancies thereof in Non-recruiting units like WTR, WTP, BBNW, ITPC, NCNGN, Inspection Circle needs to give consideration. Any excess in SSA, may be given priority to work at shortage places in Non-recruiting units in the same SSA. At the same excess in Non-Recruiting units needs to be posted in same places within SSA to fill up shortage if any.
2. There is need of additional weightage for post of administrative requirement at BA Head concept i.e. Admn/Staff, legal/Vigilance.
3. There is need of additional weightage for the post of technical importance at major SSA viz. BB/NIB Node, Mobile Nodal, NCNGN, Central Store Depot, Term Cell Section, RTCC/CTTC, IP-TAX and DR NOC etc.
4. FTTH is one of the growing business of BSNL and there is huge scope for the generation of revenue for BSNL and hence we will request to have minimum one post of SDE/JTO FTTH in each SSA who will take care of Broadband, FTTH services and issues related to TIPs working with BSNL and to take care of issues of TIPs which will be added in BSNL. In big SSA more number of officer post may be added in justification to have focused approach towards FTTH connections and grabbing this market with high demand in Telecom market.
5. Monetization of land, updating records of BSNL lands and properties is also one of the important but presently neglected activity of BSNL. Hence, by analyzing quantum of work in all BAs, suitable post of officers may be reserved for this work in BA Head offices and according weightage may be please given while calculating Executive Strength of SSA.

6. Weightage needs to be given for Enterprise Business activities at Pune and Nagpur SSA so that higher end customers in that area can be taken care by these special teams.
7. As per these guidelines JTOs/JEs are not to be posted in Planning activities and hence not to be posted in Circle Office as well as BA Head Office. Sir, we request your good self to restrict these guidelines only for Planning activities and not for other technical and centralized activities BB, EB, FTTH, Mobile etc. Hence there is need of continuing JTOs at Circle Office, BA Head office for activities other than planning and if it is not possible to post additional JTOs, then at least no. of JTOs working on these technical posts should be continued.
8. We also welcome the concept of "cluster" being implemented in different SSA for smooth working of External plant, but only required is that geographical area also may be given some weightage in specific areas having less density of Telephone connections of BSNL.
9. While your good office is working for rearrangements of officers up to DE/DGM level, there is need of rearrangement at GM level also to fill up vacant post of BA /SSA Heads at Nanded/Sindhudurg BA/SSA. Sindhudurg SSA is having high telecom growth and there is huge demand of BSNL services but same is deprived of Regular SSA Head for years together. We will request your good self to have special attention in filling vacant post of BA Head Nanded and SSA Head Sindhudurg.
10. While publishing data on 19th December 2019, AGM Staff Mumbai has shown entire data when it was required to be published data of SSA wise excess/surplus Executives with their name and stay and the SSA wise vacancies in different cadre, where these excess executives will have to opt for posting. In last published data excess/surplus DEs are shown five while shortage of DEs I shown for 80 post and it created confusion among Executives where to opt or who has to opt for these 80posts.
11. There is need of consideration of tenure completed posts as next spell of tenure transfer is due. But our request is that please do not mix it with this rearrangement.
12. As per BSNL deployment guidelines, BA Heads are empowered to making Looking After Arrangements for maintaining Network and telecom services for period of three months and it will be better that before Circle office, let the BA Heads have their arrangements and in case of any shortage/excess after their rearrangements then only transfers should be effected to minimum possible extent.
13. It will be one of approach in transparent manner working of Staff Section publishes the SSA wise data of Executives showing their working units within SSA , stay particulars in SSA. This will help the executives to ascertain their position within SSA and can easily decide on opting for posting outside SSA as per his turn of longest stay in SSA.
14. Due to centralized working of account wing, it is seen that many of the officers are shown excess in SSAs/BAs and shortage of account wing is seen in only few SSAs. As such , instead of showing excess /surplus, these officers if willing may be posted at the same locations to meet the shortages at EB, CSCs, Marketing etc. and any account officer unwilling for Telecom works and declared excess in any SSA/BA may be asked for option for account wing posting at locations having account wing work.
15. Though some positions of Admn in SSA are being shown against Civil wing executives and restructuring is going on for many Divisions/subdivisions, we have seen no such action for electrical wing. In changed scenario, there is need of straight away merger of Electrical and Civil wing with Telecom Wing and works should be distributed accordingly. There is no need of separate wings and offices thereof and all these Divisions and Subdivisions should directly report to SSA/BA Head concerned for smooth functioning of the SSA/BA working.

16. We appreciate your office efforts in differentiating CAPEX and OPEX works of Civil and Electrical wing and transfer of all OPEX related works to SSAs and we will request to implement it but before that concerned executive may be given option to choose either for OPEX or CAPEX work and should be posted as per their willingness.
17. Due to SSA/BA merger many of cadres like PA/PS/ADOL and officers in Vigilance and legal wings of SSA will be spare and out of these any officer willing to work in Telecom wing may be accommodated in same SSA instead of compelling him/her to transfer to BA Head office or other unit having shortage in this cadre. As workload of many of the officers will be increased after VRS, there is need to share such workload by all these officers in cadre of PA/PS/ADOL.
18. There are many executives who are working at unpopular stations like Bhandara, Chandrapur, Yavatmal, Wardha, Dhule, Osmanabad, and Buldhana SSA. But in recent calculations some of officers are shown excess and these local officers are under fear of transfers. These local officers are working at these add locations due to certain family compulsions and their transfers will create more vacuum in these SSAs and will call for chain of transfers in days to come. Hence it is requested to exclude the names of the officers who are willing to continue at these unpopular locations and officers willing for out of SSA transfers from these SSAs may be given priority to adjust surplus /excess executive strength if found after revised norms.
19. Earlier, the Tenure Transfers were implemented on quarterly basis and it was operational in smooth manner and number of request and transfers thereof were minimum and executives were transferred on completion of tenure. But since last year, it has been arbitrarily changed and it has been made as yearly transfer and it makes mass transfers for tenure stations causing mass unrest. It is also seen that many transfers are issued about one year in advance and in many case transfers are issued after completion of two to two & half years. In this regards, it is to draw your kind attention that Personnel cell BSNL CO is issuing all tenure transfers on Quarterly basis and same are being implemented very smoothly. Whereas in MH Circle, due to such mass transfers, last year the transfers were not implemented smoothly and GM HR Admn Mumbai has to act harsh and impellent transfer by ERP relieving and even by stopping salary, unwanted disciplinary cases etc. Our experience in last year was worst and till today salary of hundreds of executives in lakhs of rupees was unnecessarily held up causing unrest. To void all such unwanted issues, we will request your good self for continuation of issuing tenure Transfers on quarterly basis at par with BSNL Corporate Office.
20. There are many corrections in the data published by AGM Staff Mumbai and we have already shared some sample cases with your honor. But as entire data will be changed as per revised norms, we will not report any such issues in the calculation of strength. We are hopeful that all such issues will be taken care in the revised calculation of Executive Strength as per revised norms issued by BSNL Corporate office.

Sir, these are our suggestions for meeting requirement of executives in post VRS scenario and we are quiet hopeful that all these issues will be given due consideration by your good office.

Sincerely Yours,

Sd/

**M. S. Adasul,
Circle Secretary,
SNEA Maharashtra.**

Copy to All COBs/DS of SNEA MH for kind information and n/a please.