

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

MAHARASHTRA CIRCLE



M. S. Adasul,

Circle Secretary

PH- (O) 022- 26467386, Mobile. 9423082352.

E-Mail: sneamh@gmail.com.

To,

Shri. Aman Jaiswal,
General Manager HR/Admn,
Maharashtra Telecom Circle,
A Wing, 4th Floor, BSNL Admn Bldg,
Santacruz (W), Mumbai-400054.

No. SNEA/MH/Cir Corr/2017-2019/14

Dated 5th February 2018.

Sub: Detail justification for point wise agenda discussed in the Formal Meeting with GM HR/Admn Mumbai and CGMT MH for issuing minutes of the meeting.

Ref: 1. Our letter No. SNEA/MH/Cir Corr/2017-2019/3 Dated 11/10/2017.
2. Our letter No. SNEA/MH/Cir Corr/2017-2019/5 Dated 18/11/2017.
3. Our letter No. SNEA/MH/Cir Corr/2017-2019/6 Dated 27/12/2017.

Sir,

With reference to the agenda submitted by SNEA MH on Telecom wing related HR issues and discussions held with your good self on and with CGMT MH Circle on 09/01/2018, the detail justification on each agenda point for issuing minutes of formal meeting is as follows.

1. Permanent and timely procedure for issuing DGM LA orders before completion of ongoing/current spell to fill up all the sanctioned/justified vacancies.

SNEA informed that there is mass unrest among the officers about the decision of the partial DGM LA Orders. It was also pointed out that management is playing with the sentiments of the executives as every time options are called, vacancies are declared and even options are being confirmed from each and every executive but while issuing orders nothing is taken care and the orders are being issued in random manner. Also orders are issued for 90 days causing repetition of works and needs to be issued for period of 180 days. The whole exercise was pointed out as wastage of stationary and manpower which is badly affecting the moral of executives working at Looking After grade as these even partial orders are issued with much delay and there need to have firm arrangement to fill up all vacancies in

DGM Cadre in time bound manner and LA orders should be issued well in advance to the completion of current spell of any LA Order.

2. Permanent and timely procedure for issuing DGM LA orders before completion of ongoing/current spell to fill up all the sanctioned/justified vacancies.

SNEA pointed out that since last three spell of DE LA Orders every time the Staff section is declaring vacancies for DE LA, calling for options by publishing vacancies and list of officers in zone of consideration, consolidating options, tallying it against vacancies and proposals are also being moved in file but no fresh DE LA order is issued and since last three spell old DE LA order is given extension instead of issuing fresh order. Fresh LA orders are required for filling up vacancies due to transfers retirements , promotions , also it gives scope for consideration of willingness after one year of earlier refusal , many of the seniors are compelled to work under juniors , some arbitrary & pick and choose changes are made by some SSA Heads and even by Circle Office on pick and choose basis and there is total uncertainty on the DE LA orders even after repeated reminder by SNEA MH, no proper action is being taken by staff section for fresh DE LA orders and there is mass unrest among the executives and needs immediate attention of management to settle unrest by issuing fresh DE LA Orders with immediate effect.

3. Permanent and timely procedure for issuing SDE L/A orders before completion of ongoing/current spell to fill up all the sanctioned/justified vacancies.

SNEA informed that staff section is issuing orders for SDE LA only for 80 posts whereas more than 500 posts of SDEs are vacant in Maharashtra Circle. Further it was pointed out that SDE LA order has been issued long back and no fresh order or its proper extension order has been issued and it is serious matter. One side no regular promotions are given for last seven years and many of the officers are compelled to work as JTOs even after prolonged service of 17-18 years and staff section is not ready to given them proper chance to work as SDE LA. In SDE LA nether any criteria nor guidelines issued by BSNL CO are followed and if matter is pursued by SNEA then only some action is being taken that to be for extension of old order of only 80 post and to resolve issue to the depth, there is need of fresh SDE LA

Orders for filling up all vacancies in SDE Cadre and these orders also should be for 180 days.

4. Stopping Looking After Arrangements if it is not possible to respect seniority and dignity of officers by filling all vacant post.

SNEA informed that due to repeated extension of orders illegally, issuing orders less than vacancies, keeping many post vacant when suitable candidates are available and compelling seniors to work under juniors or in lower cadre when Junior is working at higher cadre disrespecting dignity of officer and post he hold mainly due to careless approach of staff section in issuing Looking After arrangements. It was also informed that if it is not possible to maintain dignity and respect of the post and officers in Looking After arrangements, then it will be better that management stops Looking After arrangements.

5. Tenure transfers of executives who have completed tenure by QE Dec 2017.

SNEA requested for issuing Tenure transfer orders for QE 2017 as till no orders have been issued by staff section.

6. Permanent & time bound arrangement for ERP relieving of Officer who are not relieved from Tenure stations even after two months of their transfer order from Tenure Station and immediate action for relieving of Officers transferred in Sept 2017 but not relieved by SSA even after three months period.

SNEA informed issues due to undue delay in relieving of officers from non-tenure stations and difficulties faced by the executives held up in the tenure station even after completion of tenure and issuing of transfer orders and stressed for permanent arrangement for relieving of officers on completion of their tenure and all officers should be relieved at least within two months of their order even though substitute has not joined at tenure station.

7. Review on frequent need/use of tool of relieving officers from ERP and action against SSA Heads/ officers who are relieving officers on pick and choose basis.

SNEA pointed out that in many cases the officers are relieved by SSA Heads on pick and choose basis and some officers are relieved immediate on issue of the transfer orders and some officers even within same order are not relieved

for months together. Also some of SSA Heads are relieving officers on pick and choose basis. Some of SSA Heads have made up mind that they will not relieve till the officer is not relieved through ERP by Circle Office. Further some of SSA Heads even do not bother for ERP relieving and allow some specific officers to work in the SSA. This affect in overall implementation of orders and many of executives have to suffer for no mistake on their part. It was demanded that SSA Heads should respect the transfer orders as per time given in the transfer order and there should not be need of ERP reliving as being done in each and every case of transfer order. ERP reliving tool should be used rarely and in all such cases wherein ERP reliving needs to be implemented then some action needs to be taken against SSA Heads or controlling officers for not respecting transfer orders and illegally withholding some officers illegally.

8. Consideration of Request transfers from Non-Tenure Stations well in time and preferably in Jan 2018 with target date of its final implementations in first week of April 2018.

SNEA conveyed that for consideration given to all rule 8 transfers and requested to consider pending rule 8 transfers of JTOs because as on today only seven requests are pending which can be adjusted against incoming JTOs from JE to JTO LCE and outsider JTOs.

9. Consideration of pending Rule 8 Request transfers and making it as regular process after completion of five years.

SNEA requested that as on today the Rule 8 transfers have been completed except seven cases and it has been as good as on demand case as the JTO strength has been marginally increased with joining of new JTOs and there is need to stop preparing waiting list and continue to issue Rule 8 Transfer orders of JTOs in regular manner making it as regular process after completion of five years' service condition of eligibility and application for rule 8 transfer by concerned JTO

10. Time bound action and guidelines for reliving of JTOs transferred under Rule 8 request.

SNEA conveyed thanks for considering Rule 8 transfers and also for reliving many of the JTOs under transfer from Maharashtra Circle, But added that some of SSA Heads are deliberately delaying reliving of the JTOs and in some cases the substitutes posted are being utilized for different works and the

JTOs under transfer are kept on hold and there is need of some time bound action of part of management to relieve all the JTOs under transfer as many of the JTOs have genuine personal and family issues and are in need of relieving to parent Circle.

11. Consideration of request transfers for Non-Recruiting Units in uniform policy manner and its frequency may be fixed at least six monthly.

SNEA informed that many of the officers have requested for transfers to Non-Recruiting units like WTR, WTP, BBNW, ITPC, NCNGN ,Circles etc but all such request are pending in Circle Office Mumbai and some of officers are posted to these units on pick and choose basis from the officially registered waiting list. There is need of policy for considering request transfers to Non-Recruiting units and requested for immediate action to stop all such pick & choose transfers. It was added that there is fear in minds of the executives who have requested for non-tenure Circles that when new JTOs are directly posted to Non-Recruiting units all the vacancies will be filled up and their request may not be considered at later stage. SNEA also pleased to consider all such request transfers to Non-Recruiting units at least twice in a year.

12. Consideration of Request Transfers of JTOs from MH Circle to Non-Recruiting Units in territory of Maharashtra Circle and vice versa.

SNEA informed that some request from Non-Recruiting units are pending for Maharashtra Circle also and these request also are not considered by Staff section and there is immediate need to consider such request transfers also.

13. Consideration of Request Transfers of SDE/DE/DGMs from MH Circle to Non-Recruiting Units in territory of Maharashtra Circle and vice versa.

SNEA informed that many of the SDEs have requested for transfer to Non-Recruiting units like WTR, WTP, BBNW, QA etc and all such applications are kept on hold and some orders are issued on pick and choose basis even though Maharashtra Circle is not empowered to issue such orders except in JTO cadre. Also even after 4-5 months of such orders no covering orders are issued by BSNL CO and MH Circle do not bother to regularize the orders by covering formal orders by BSNL CO. SNEA also pointed out that these transfers are issued on pick and choose basis and no criteria was followed in issuing such orders. Keeping on hold the request transfers without assigning any reason is injustice to comrades who are waiting for their request transfers and needs immediate corrective action. **Association requested for sending**

all previous pending requests for NRU by SDE/DE/DGMs from MH circle to corporate office.

14. Pick and choose approach while considering request out of Architecture section and need of corrections in policy thereof for uniform applicability thereof.

SNEA brought to the notice of the management the typical cases of pick and choose approach while issuing request transfers out of Architecture section and how some of the officers are given undue favor and how some of officers are being harassed by GM Architecture and why there is need to implement uniform method for issuing transfers by GM HR/Admn Mumbai from architecture units to any other unit/SSA in Maharashtra Circle and not by GM Architecture as being done now.

15. Rumors on review of Circle Tenure stations by Circle Management and its applicability for different units viz Telecom, Finance, Civil and Electrical etc.

SNEA informed that now days some of the association leaders are spreading rumors on name of CGMT MH that the tenure transfers in Maharashtra Circle will be changed as demanded by them and it has created unrest among executives and needs timely clarification from management.

16. Review of the tenure stations as per the recommendation of different SSA Heads.

SNEA informed that AGM Estt Mumbai has called for data of review of the Tenure stations on the basis of Corporate office letter and information for same has been sent by Yavatmal, Dhule, Ratnagiri and some other SSAs, but no action has been taken by Estt section even after passing time of one year and matter is kept pending in files without actions and needs to be finalized at the earliest. .

17. Review of All India Soft Tenure Stations in Maharashtra Circle.

SNEA pursued that BSNL CO has given guidelines and called for recommendation for review of the Soft Tenure stations and in response to it Ratnagiri, Yavatmal and Dhule SSAs have submitted the proposal for All India Soft Tenure Stations but same are not decided by Maharashtra Circle and these letters are pending in HRD section without any further action on it. Association also requested for taking matter with BSNL Corporate office as fresh for grant of all India hard Tenure facilities for executives working at

Gadchiroli which is most difficult place to work due to its remote locations inside the deep forest and as majority of part of this SSA is affected by naxlite activities and in recent past one of BTS of BSNL was put on fire and there is always threat to life of executives working in Gadchiroli SSA and hence all India Hard Tenure facility for Gadchiroli SSA is fully justified and matter needs to be taken with BSNL CO as special case.

18. Applicability of transfer grant/allowance uniformly to all officers/staff and sections/wings.

SNEA informed that as on today there is no uniformity in Transfer grant applicable on transfers and some of executives even after completion of years together are given transfer at own cost and some of executives are given transfers at company cost just on completion of two years and it was also added that there is difference in the grant of transfers allowances in different wing within Maharashtra Circle and stressed for immediate need of uniform applicability of transfer grant equally to all and not as per wish and will of the officer issuing transfer orders. It was also informed that some of SSA Heads are issuing some arbitrary transfers thereby wasting lakhs of rupees of BSNL and there is need of clear guidance for minimum /no transfers except request transfers and substitutes thereof to the field units.

19. Strategy/policy on relieving of officers on their request out of Maharashtra Circle while they are due/under Circle long stay or transferred at Circle Tenure Stations on basis of Circle Longest Stay.

SNEA intimated that there are some instances where some executives have been transferred to unpopular station (Circle tenure) by circle office and subsequently within 2-3 months of such transfer in the interest of service, these executives are giving representation for out of circle transfer. Under such circumstances this officer gets dual transfer grant and also next officer's needs to be transferred as his subside at tenure SSA in MH Circle. This is not done by all but some intelligent officers are making plans for taking double transfer grant. Also request of some of officers are kept on hold stating that he has not completed two years while some of officers manages transfers from BSNL CO even without recommendations of Maharashtra Circle and it becomes pick and choose transfer. Also it cost three transfer grants to just fill one vacant post. SNEA requested that MH Circle should forwards all such request even before completion of Circle tenure to corporate office with

undertaking from concerned officer that if transfer is affected within 2 years of his earlier transfer, he/she should forgo his transfer grant or to refund transfer grant taken for transfer within Maharashtra Circle. Otherwise no one should be relieved even after transfer from BSNL CO officer who has not completed two years post tenure and everybody needs to be treated equally and uniformly.

20. Action for HR integration for all wings i.e. Telecom, Account, Architecture, Civil & Electrical wing for proper monitoring & and uniform applicability of transfer policy guidelines at Circle as well as SSA level.

SNEA informed that there is need of HR integration in all respect to have proper check on HR issues being taken care by the Circle Office. We have seen that the interpretation and implementation of different office order in different manner by Telecom wing, Electrical wing, Civil wing, Electrical wing etc even in same Circle Office and to avoid such wrong interpretation there is need of HR integration of all wings and orders in this regards have been issued by BSNL Corporate office and only required is its implementation in Maharashtra Circle which is not being done.

21. HR integration on salary, VC & Service book maintenance of every Telecom, Account, Architecture, Civil & Electrical wing to be kept centralized with SSA Admn/Staff section under SSA Head and not with Division at different SSAs.

SNEA informed that this matter mainly pertains to Electrical/Civil wing executives and on the basis of their divisional working in locations working at different SSAs the individual officers are made to suffer as every now and then one has to approach SA as well as their Division and many works like personal claims like Medical, telephone bills and also in getting VCs for different DPC. BSNL CO also has issued guidelines for integration and it has been integrated to certain extent but not for all. Hence the HR integration of Executives working in Territory of the SSA regardless of his/her wing should be made to that particular SSA,

22. To stop biased approach by Admn/Staff/FC section in granting facility of immunity on transfers of Office Bearers.

SNEA pointed out that the approach of some of units like Admn, FC and even staff section in granting immunity is biased and even after matter has been

brought to notice of the concerned officers, repeated violations are being observed. In FC section while immunity is granted on retention to recognized association, for support association is it is granted by permanent cancellation of orders. Also Admn section is permitting immunity on the cases which are not eligible for immunity. In recent case DGM Admn Mumbai has issued letter for grant of immunity in a bogus and manipulated manner, and without any approval of the District Body by Admn section. Also unwanted efforts are being made for linking different letters so that in unofficial manner concerned officer gets benefits and this unethical ways are not expected from the officers in Circle office who are having responsibility to guide entire Circle. SNEA demands for detail investigation of these cases and action against the culprit officers who are involved in the malpractices of immunity on pick and choose basis and just to favor some individuals disrespecting dignity of the association and its leaders.

23. Immediate arrangements for online VCs for all DPCs and promotions and no need physical VCs for any DPC.

SNEA informed that already BSNL CO has issued guidelines for talking online VCs and same guidelines are also endorsed by Maharashtra Circle but it is unfortunate that same is not being implemented practically and till dual procedure is adopted and VC are being called by online method on the print sheet generated from the ERP wherein it is written that no signature is required. But as on today all the controlling officers from SDE to SSA Head including SSA Account and Vigilance section have to sign this document and it is being routed from table to table. On queries it has been intimated that this hard copy procedure is being followed as some of the SSA Heads have not submitted Certificate about updated information of individuals in ERP and for want of such certificate from few SSA Heads, Vigilance section is stressing hard for hard copies with signature of one and all. Hence immediate action is required to get compliance certificate and all the VCs from end of January 2018 needs to be issued/taken by online through ERP only and unwanted procedure for hard copy needs to be stopped with immediate effect to save expenditure and manpower of BSNL and also for simplification of procedure for getting VC as and when required.

24. Withdrawal/Removal of ban on request transfers till March 2018 by respecting guidelines on the subject.

SNEA pointed out that staff section has put ban on transfers till March 2018 and other units like Electrical, Account are issuing transfers at any time and for any person. Also the Account wing issued transfers for all the officers in the waiting list of request transfers but electrical wing is issuing transfers on pick and choose basis and even orders of its own office are not followed in transfer posting. This is serious matter and needs investigation of the case. Also when ban is implemented in Telecom wing, the Electrical wing is compelled to issue transfer orders and even retention granted is also cancelled and it is being informed that though office of CE Elect has recommended, same has been rejected by CGMT MH and as per say of CEE Mumbai he is compelled to issue transfer orders by CGMT MH. Further many of the executives have genuine family issues and hence they apply for transfers as and when required and such ban on transfer causes hardship to such executives. Also corporate office is issuing Request transfers at least on quarterly basis for tenure as well as non-tenure orders and the restriction in Maharashtra Circle that to only in Telecom wing wherein many officers are made to suffer is not correct. SNEA pointed out that Maharashtra Circle has taken extreme stand of not issuing transfers only in Telecom wing and even the request on genuine medical grounds and one to one own cost request transfers wherein nothing as substitute and money for posting substitute is required on part of BSNL not involved and only required is decision to consider such genuine requests. Hence SNEA demands for consideration of request transfers as being done by corporate office on quarterly basis as being done by the Corporate office and as per guidelines issued by Pers Cell on the subject and in case Maharashtra Circle has some reservations at least request transfers needs to be considered on Six monthly basis and whatever criteria decided should be implemented to all units uniformly and no pick and choose transfers should be done as being done by CEE Electrical Mumbai.

25. No transfers even 1% also on so called “performance basis” even by inclusion of DS SNEA for giving unwanted recommendation of performance by proposed committee at SSA level.

SNEA pointed out that in recent past Circle management has started non-performer transfers just on information given by certain SSA Heads/Controlling officers and later matter was taken to the court by some of the officers wherein it was pleaded by the Legal cell that these are not transfers as Non-Performer but these officers are transferred under clause of

Transfer policy wherein it has been mentioned that the services of these officers are required at these new place of posting due to their specialization of works. These two stands are in phase difference and contradicting each other and hence there is need of review of the dual stand of the management and correct it. Further, it was added that performance cannot be base for transfers and by issuing transfers on the basis of some biased controlling officer is not correct as it has been seen that one officer who was nominated for prestigious award “Sancharshree/Doot” in last year is transferred on the basis of poor performer in the next year. SNEA has no objection on taking disciplinary action against the officers who are not performing with full devotion and dedication and causing loss to BSNL and we will support it, but the action of management just to call names of the few officers for considering performance transfers and sending them at unwanted places and making additional expenses of lakhs of rupees on such transfers when BSNL is facing financial issues is double loss to the BSNL. If any officer is not performing at “A” place then how he can perform at “B’ Place and proper remedy to meet non-performance is the action by controlling officers and SSA Heads that they should try to upgrade such officers by personal talk, verbal warnings, advance intimation about entry in APR, then in counting of IPMS which is mandatory for APR nowadays, then issuing memos for poor performance and then initiating disciplinary action against such negligent officers and so on till there is desired improvement in working of the officer. But in the cases under reference nothing has been happened and GM HR/Admn has telephonically called some names from Pune & Nagpur SSAs and some officers in both the SSA have selected names with whom they were unhappy not for works but for personal issues due to prolonged stay of these officers. We are astonished to know that some of these officers who have verbally and in writing in some case have conveyed to transfer these officers as “non-Performers” have later recommended for retention of these officers as “Good Performer and there is need to investigate and understand that how this non-performer has been converted as Good Performer and what are real reasons for pointing out any officer as Non-Performer. We have gone through the matter in the court also and the stand of management taken in the issuing non-performance transfers is not reflected in any way n the court case and hence this Non Performance Transfers needs to be stopped immediately and other majors as per the guidelines on improvement of performance of officers needs to be taken by

controlling officers and maximum by SSA Heads on recommendations of the controlling officer with full justification and Circle Management has nothing to do in it and no way transfer on these grounds are justified and hence cannot be issued by Circle Office and rather action needs to be taken against such controlling officers/SSA Heads for their poor performance to extract work from subordinates with suitable entry in his APR.

26. No performance based transfers and even in extreme circumstances if any Performance bases transferred needs to be issued for any unavoidable reason then it should be implemented either from TOP or from Bottom and not only against JTOs/SDEs at middle management as done.

SNEA informed that if in any extreme case there is no improvement in the working of officer /staff even by taking measures for improvement of the officers/staff as per existing guidelines and it comes for transfer on non-Performance basis then it should be implemented either from TOP officers who are not at all performing and are making loss of lakhs/crores of rupees to BSNL due to their performance or from the bottom .e Non executives and not in the middle and only in JTO/SDE Cadre also this needs to be applicable. SNEA further pointed out with classic examples that there are many staff and officers who are not given any responsibility or if given it is given for name sake and there is no scope for their performance and in official manner they are enjoying salary without work and wasting BSNL money on their office establishments and Circle management should stop harassing staff/officers who are doing their works with sincerity and hence there are chances of lagging on some fronts out of many fronts allotted to field officer and SNEA has no objection , rather we will fully support even for termination of the officers who are not doing any work in the interest of BSNL and wasting lakhs of rupees on their office establishments by just coming in office, enjoying without work and demoralizing others by their actions and only required on part of management is that it should have concern only on Non-Performance and not intention to create fear in the minds of the staff and officers rather management has to take initiative for moral boosting of working officers and staff by recognizing the good works done , by giving them chance to improve and manly by fixing the officers/staff who are practically enjoying Govt Job without any work even though they are regularly coming to office.

27. Permanent Arrangements for posting of executives to Nodal Mobile Pune and consideration of willingness called and pending without any decision since 26/07/2017.

SNEA elaborated that there is no uniformity being followed by HR Admin Section while posting of executive to Mobile Pune and Nagpur even though there are existing and clear cut guidelines and executives from Circle Office are to be posted to SSA and SSA Head has to post executives to Mobile unit as per the requirement and justification of officers and it was practically followed till last year. But all of sudden Circle Management has started posting SDEs/JTOs to Pune Mobile/Nagpur Mobile directly without knowledge of SSA Heads that to be on pick and choose basis and started wrong trend. Further many of the SSA Heads have maintained waiting list of request transfers from SSA to Mobile within SSA and same list is not being implemented for years together when new /Directly recruited JTOs and some SDEs coming out of Maharashtra Circle are being posted to Mobile directly by deliberate violation of the guidelines framed by Circle Office and this has created disparity among the executives. SNEA demanded that uniform policy needs to be formulated and implemented in true spirit so that justice is done to all officers including those who have applied for transfers to Mobile units with concern SSA Heads and waiting for their turn. The Circle management has to take decision where posting will be done to Mobile units as per existing guidelines that Circle Office will post officers to SSAs and SSA will post the required officers to Mobile Units or the existing guidelines are revised and posting to Mobile unit will be done by Circle Office directly and SSA Heads will ask for stay particulars of the officers working in Mobile units of that particular SSA and consider their names for rural transfers of that particular SSA depending on their stay and decision on inter SSA Mobile transfers in case of revision of present procedure needs to be taken before change of the present stand.

28. Permanent Arrangements for periodical Posting of executives to CTTC Nashik /RTTC Pune

SNEA brought to the notice that there is well defined procedure for posting of executives to RTCC Pune/CTTC Nashik by calling willingness and selecting the best officers who are having Technical knowledge as well as well as having Teaching skills, but same guidelines are not followed and officers are being

posted randomly as per wish and will of the officers. Also officers in long stay are transfers from CTTC Nasik and RTTC Pune and no substitute is posted to Training Centers. Now days BSNL is arranging Training programme for other organization as matter of revenue generation and hence there is need of minimum required manpower at CTTC Nashik as well as RTCC Nagpur. It is seen that as on today these staff working at SSA is counted in total strength of both the SSA and it should be correctly counted separately in addition to the justified strength of that SSA i.e. Nashik and Pune SSA which are best performing SSAs in Maharashtra Circle. As such there is need to call for deciding vacancies in RTCC/CTTC by counting vacancies of officers at these training centers who are part of SSA/Circle long stay and call for willingness among the officers and the officer being posted at these training center must first be shortlisted from the list of willing officers on basis of their technical/teaching experience/skills and final selection should be done on personal interview by committee at Circle level. This procedure needs to be exercised by Staff/Training section at Circle Office Mumbai every year preferably n month of March and if required separate waiting list should be maintained for posting of officers to CTCC Nashik and RTCC Pune wherein longest stayed officers within Nashik and Pune SSA respectively will not be eligible for posting training centers continues to get talented and qualified officers to meet teaching requirements for in house and outsiders training courses so as to generate more and more revenue.

29. Permanent Arrangements for periodical Posting of executives to TERM cell Mumbai, Nagpur and Pune.

SNEA brought to notice of GM HR/Admn that his office has called willingness for posting to TERM Cell Mumbai and some officers have submitted willingness for same but it is not considered for last 2-3 months creating dilemma on the subject. SNEA further added that some of BSNL's own officers on deputation to TERM cell are working against interest of BSNL and are hazarding only BSNL by raising small and avoidable queries. Some of officers dare to demand undue favor from BSNL and if not met such demands revengeful attitude is being maintained against BSNL and this attitude comes or is result of their prolonged posting at TERM cell and they have forgotten that finally they will have to part of BSNL. As per prevailing guidelines on the subject, the deputation to TERM Cell is only for two years and same can be extended to maximum one or two years and due to inaction by Circle Office to

call them back and post next willing officer as substitute. There is rush to TERM cell as it has five days working pattern and may be for dealing with Private operators which has no relation with BSNL working. Also as per guidelines , the officer for TERM Cell Mumbai are to be supplied by MTNL Mumbai and not by BSNL, but till BSNL continues to depute officers to TERM Cell Mumbai which is wrong and decision needs to be reviewed. The system can be maintained with high moral and respect towards the works of BSNL by making permanent arrangement for posting of officers to TERM Cell Pune/Nagpur by shifting officer after span of two to four years working at TERM Cell and none of officer should be allowed to work at TERM Cell Mumbai for period of more than four years. By understanding and calculating stay of the officers working at TERM Cell units, the willingness needs to be called for every year to fill up the vacancies at TERM Cell for replacement of the BSNL officers on deputation to TERM Cell just before completion of four years at TERM Cell. SNEA demanded that uniformity may be followed and any one stand must be taken by admin section. Further SNEA pointed out that these officers are used by TERM Cell at free of the cost the amount of salary of these officers is being paid by BSNL and same is not being reimbursed by TERM Cell and lakhs of rupees amount is outstanding against the salary of the officers on deputation for reasons best known to administration and TERM cell continues to not to reimburse salary then it is better that BSNL should call back it is officers even by stopping further salary payments till earlier reimbursement is cleared by TERM Cell.

30. Final review and stand on request transfer from and to Mumbai.

SNEA expressed that during last year request transfers none of the request out of registered waiting list of request transfers to Circle Office has been considered and the officers willing to work at Circle office are deprived from the genuine family requirements at Mumbai. As per the transfer policy before posting of any incumbent to Maharashtra Circle, request within Maharashtra Circle needs to be given consideration by posting incumbent as substitute to such pending requests but in unfortunate manner none of the request is given consideration and about 7-8 officers who have joined Maharashtra Circle from non-tenure Stations/Circle are also posted at Mumbai and this direct violation of transfer policy guidelines and this is one of the reason for unrest among the executives. SNEA pointed that staff section has created dilemma on the transfers out of Mumbai as transfer issued in Year 2015 are

neither cancelled nor implemented as being implemented for other SSA by reliving through ERP and reasons for such undue favor are also not been made public for last one hand half year even after repeated assurances by then GM HR/Admn Mumbai. Further SNEA expressed displeasure on the fact that management has not taken a firm stand and some politics being played on implementing transfers of only specific officers and no request transfer orders are considered to Mumbai on name of non-implementation of these transfers. SNEA firmly demanded that the transfers out of Mumbai issued in Year 2015 and not implemented should be either cancelled or implemented with immediately and it should not be reason for non-implementation of request transfers to Mumbai and all pending request transfers to Mumbai should be issued as per the transfer policy.

31. Special Drive by calling options for filling up vacancies at SSAs like Ratnagiri, Buldhana, Chandrapur, Jalgaon, Osmanabad, Beed etc.

SNEA informed that due non-implementation of point to point substitute transfer policy in true spirit and long stay transfers for posting at Tenure stations there is acute shortage of executives in non-tenure SSAs like Buldhana, Chandrapur, Dhule, Osmanabad and tenure station Ratnagiri bare minimum required executive strength is not available in some of important cadres and hence it has become extremely difficult for the posted officers to give justice to the works assigned by multifold resulting directly to deterioration of quality of services and thereby indirectly to loss of revenue. SNEA suggested that to meet such acute shortage at such non-popular location it would be really good if willingness are called by conducting a special drive by declaring vacancies at these location in particular cadre for such SSAs having shortage of executives.

32. Rationalization of staff strength of SSAs in different cadres and practical review thereof.

SNEA informed that recently from JE to JTO and from outsider recruitment of GATE JTOs about 700 JTOs are or will be added in total Executive Strength in Maharashtra Circle, but accordingly changes are not made in the justified strength against each SSA and hence some of SSAs are showing shortage and some of SSAs are showing excess executives than the justified strength. Also the guidelines issued for justified post are very old and over the period there is much change in scenario as GSM connections has increased in multifold

and landline and broadband connections are reduced in multifold, and also there much increase in demand of lease circuits and OFC network due to NOFN Expansion and hence there is need of adding justification of posts required for OFC mtce and mtce of lease circuits. The retirements are being gong at high rates and executive's strength is also being reduced in different SSA and needs its immediate incorporation in the Executive Strength. Further it is seen that many of the executives are absconding from duties and many are transferred by Circle office but have not joined at posted places and hence there is practically over shortage of executives impacting overall effective working strength of executives in particular SSA. With such calculations of add tonal works and additional executives received in JTO recruitments, retirements and hypothetical executives who have practically not joined transferred SSA, the staff strength also needs to be updated regularly by giving effect to these changes and same is not being done as regular exercise and hence there is need to update and rationalize the executive strength by giving practical approach so as to meet real shortage in each SSA.

33. Counting of executive strength only on joining of officer in particular SSA, i.e. officer should be counted in the strength of SSA where he/she is working.

SNEA pointed out that currently the staff section counts the executive strength by including executive under transfer but not joined in transferred SSA and changes are incorporated on day of issuing transfers by Circle office. But it is seen that the SSAs do not relieve these officers for different administrative and personal reasons and many times the officer under transfer makes representation and does not join the new SSA for months together. Even some officers are retained at the said SSA but his transfer is issued and hence he is counted in transferred SSA, even though he is practically and physically working in old SSA. This gives hypothecation of the executive strength and hence the present practice of adding executive in transferred SSA strength on just issuing orders needs to be changed and then officer under transfer should be counted in the working SSA till his joining of transferred SSA and on his joining only he should be counted in transferred SSA. This will help staff section in knowing the exact scenario of staff posted in various SSA and also staff section will be able to monitor the cases where posting is being delayed by either the officer under transfer or by the unit

where the officer is working and ERP status best tool to judge the working SSA.

34. Instruction of CGMT MH for No Separate policies and working only on transfer policy issued by BSNL CO in 2008 with amendments and need of guidelines for resolving field difficulties in local/tenure transfers.

SNEA explained that the BSNL Corporate Office policy clearly states that every circle has to formulate a local transfer policy for transfer within SSA and within circle and same has been formulated by Maharashtra Circle as well as by different SSAs. Many of SSA are not following the well-defined and agreed by all transfer policy formed and approved the circle office Mumbai thus resulting in policy violation and also resulting in huge unrest. This has created further confusion on statement of CGMT that there is no need of separate policy other than the BSNL Transfer policy 2008. SNEA demanded for implementation of well-defined and existing transfer policies framed as per Circle level requirement and local requirement by SSAs.

35. Framing guidelines for posting of JTO trainees for field training as well as on completion of field training.

SNEA explained that on LCE Promotion from JE to JTO, JE is being sent for phase-I JTO training that time he stays away from his family for 10 weeks and under compulsions he is away from the family as family is not allowed during training period due to short of stay arrangements. Also during his training period his works as JEs are pending as no substitute is posted in his/her place. Also when JE is posted at new place for four weeks field training then he is not aware of works at new place and is not able to give desired output in the field training period and he is compelled to be away from family again for four weeks as he/she cannot take family with him. Thus if he /she is posted back to the parent SSA for four weeks field training then this will help in clearing backlog works , complete field training at ease and can be with family at least for four weeks period after ten weeks Phase-I training at Training centers. Also there will be need of paying TA/DA for field training. In some recent cases, for field training JTOs were posted out of SSA and on completion of field training he/she was posted back to earlier SSA and in such cases TA/DA has been paid and BSNL money is wasted at the same time officers are compelled to face hardship during field training as it is difficult to arrange accommodation on temporary basis and totally new place.

After completion of training while final posting as JTO, he/she may be posted as per the vacancy position and if vacancy exists in working SSA, he/she may be retained in same SSA and if vacancy does not exist in that particular SSA he/she may be posted at the suitable post as per his options as per the available vacancies. This will reduce the hardship of the officers he can carry out family responsibilities as well as office responsibilities and their family members during training period and at the same time pending works of BSNL can be taken care and it is matter of just four weeks period of field training. SNEA further added that while posting GATE JTOs also there is need to post them as per choice given by them and no doubt depending on vacancy on that particular SSA of his/her choice and following BSNL instructions to post them in field units with suitable responsibility as an officer and in these cases field training and posting can be decided at the time of field training itself as these are new candidates and have no such family issue of four weeks period.

36. Authorization to SSAs to have their own Urban/Rural transfer policy in consultation with recognized association SNEA locally or give common guidelines applicable to all SSAs equally.

SNEA narrated that the transfer policy for local transfer posting has been existence in each SSA and in recent past the attempts have been made by circle office for its violation some incident with classic examples wherein the Circle Office has created pressure on SSA Heads for posting of specific officers at specific location and specific post there by direct violation of well-defined transfer policy for local posting of that particular SSA. SNEA demanded that either SSA Heads should be given free hand for implementation in existing transfer policy without any pick and choose interference by Circle Management and SSA Heads should be given free hand for any changes or modifications in the local policy in consultation with recognized association SNEA. Otherwise, instead of interfering in case by case manner, Circle Office should define the policy for local posting within SSA also and see that it is uniformly implemented by all SSA.

37. Stop direct or indirect interference by GM HR /Admn in local transfer posting which is within powers of SSA Heads.

SNEA informed that in recent past the repeated attempts have been made by GM HR/Admn Mumbai with direct violation of transfer policy guidelines for posting within SSA. With classic examples of such interference by GM

HR/Admn Mumbai wherein there was created pressure on SSA Heads for posting of specific officer/s at specific location and specific post there by direct violation of well-defined transfer policy for local posting. SNEA also objected that in recent past Circle Office has issued some orders by giving specific place of posting within SSA as it is direct interference within the powers of SSA Heads. SNEA also brought to the notice of management that in many cases of Mobile posting Circle office is issuing direct posting whereas it is well within purview of SSA Head. Unfortunately none of cases recommended or pressurized by GM HR/Admn on pick and choose basis have any medical or genuine reason for such out of turn posting and this is highly objectionable. Such frequent interference with direct violations of transfer policy has created many anomalies of transfer posting within SSA and it has become conflict between associations and SSA management and SSA Heads are quoting that principally they do not agree for such pick and choose favor but same is being done as per verbal instructions of GM HR/Admn Mumbai and hence such undue and illegal interference needs to be stopped immediately. SNEA demanded that either SSA Heads should be given free hand for implementation in existing transfer policy without any pick and choose interference by Circle Management.

38. Pick and choose deputation to Circle Office Mumbai without justified ground and need to ascertain the outside influence on GM HR/Admn Mumbai for such cases.

SNEA narrated the cases of different deputation orders being issued on pick and choose basis when there are 'n' number of officers are waiting in the list of request transfers. When the genuine medical grounds cases even on grounds of cancer patients are not given consideration and kept pending by for months together, in backdoor actions GM HR/Admn Mumbai has issued order of deputation in lightning speed and pressure also is being created on SSA Head for its implementation and this not excepted from the authority which has responsibility of maintain transfer policy guideline. SNEA demanded that medical cases need to be decided on the basis of supporting documents and medical certificates from competent doctors and not as per wish and will of the officers deciding transfers. Also all medical cases need to be taken care as and when received and not to be kept on the waiting list. SNEA further demanded that if management has ascertained real medical

grounds and case of deputation is fit under these grounds then there is no objection in it but along with these deputation orders the pending orders of request transfers needs to be implemented and decision on other such request needs to be taken in similar manner.

39. Personal Hearing to executives by GM HR /Admn Mumbai on fixed day and timing without appointment and review of visiting Hours

SNEA expressed concern over the letter issued by Staff section about Meeting of executives with GM HR/Admn Mumbai and withdrawal of facility of visiting HR Head without any appointment in particular hour of the day and practically not meeting any executive even when he is visiting to the Mumbai and even on prior appointment also time is not being granted to the executives to put their genuine grievances to HR Head. When many officer all over MH request for Meeting with GM HR/Admn Mumbai on phone and when they come to Mumbai to have word with HR Head, they are denied meeting and time resulting in further aggrieving the condition of the officer facing difficulties. SNEA demanded that the letter with harsh conditions of visit should be withdrawn and some fix day or some fix hour on every day should be kept open for the executives to meet GM HR/Admn Mumbai without need of any prior appointment.

40. No long stay transfers from Most Non Popular stations like Chandrapur, Dhule, Buldhana & Osmanabad SSA or with some fixed criteria of executive strength.

SNEA informed that since there is acute shortage of executives posted at these locations and since these locations are non-popular station and no executive is willing for transfers in these SSAs as no single request has been received for these SSAs in year together and forcing the officers working at these difficult stations on long stay transfer and posting another as substitute is wastage of money at the same time disturbance to double officers. Such transfers result in further worsening the problems of such non-popular station and so officers posted at such non-popular place may preferably be skipped / left during operating the long stay transfer list.

41. Overall control of CTCC Nashik, RTCC Nagpur and RTCC Pune with office of CGMT MH Circle at par with other circles.

SNEA informed that only RTCC Nagpur is currently attached to ALTTC Jabalpur while RTCCs at all places throughout India are attached to concerned Circles and overall control is directly with concerned CGMT. As RTCC Nagpur is not reporting to CGMH MH Circle, the entire revenue being generated by RTCC Nagpur through different trainings and rentals of hostel and class rooms is not coming to the accounts of Maharashtra Circle. RTCC Nagpur is geographically located within Maharashtra Circle and at par with other RTCCs, its overall control needs to be with CGMT MH Circle and not with BRBRAITT Jabalpur and same has been correctly done for RTCC Pune. Also the officers from Maharashtra willing to work at RTCC Nagpur are not being posted by CGMT MH as being done by other CGMT and one has to apply for all India request transfers and manage officers for getting posting to RTCC Nagpur as seen in the recent cases. Further while allotment of seats for training any particular Circle, every Circle having control over RTCC has some seats in hand and even though RTCC Nagpur is in Maharashtra Circle, the priority for allotment of seats is not given to Maharashtra Circle. By considering all above facts, the control of RTCC Nagpur needs to be under Maharashtra Circle and matter needs to be taken with BSNL Corporate office for same. SNEA further demanded that there are issues with RTCC Pune and CTCC Nashik and due to overload of other works SSA Heads are not able to give sufficient time and funds for different works of training centers and it is always last priority for SSAs. The condition of hostel accommodation is badly deteriorated at RTCC Pune and no action has been taken for its improvement and this has been pointed out by our own trainees as well as outsider trainees for which BSNL is charging as per market rates. SNEA pointed out that in such casual approach, the Trainee JTOs at RTCC Pune were not given single rupee stipend even after they have completed JTO Phase- I Training and posted for field training as the file was shunting among the officers of RTCC Pune as the file was shunting among the officers of RTCC Pune and Pune SSA. Hence to overcome all these difficulties overall control of RTCC Pune and CTCC Nagpur should be with Circle Office under GM HR/Admn Mumbai.

42. Review on stand of Revenue loss of SSA and posting of executives thereof.

SNEA pointed out that in some request transfer cases are not considered by Circle Management saying that said SSA is in loss and hence no transfer to and from such specific SSA will be issued. SNEA further explained that since the middle level of executive like JTO, SDE and AGM are not the decision making authority and neither have the financial / administrative powers to steer the growth / development of a single SSA directly on their own and they can work to complete works on the basis of support given to them. Also this criteria is applied to some specific SSAs and not to all such loss making SSAs and if applied then practically there will not be any transfer as it is most difficult to have such pair of SSA wherein both are in profit and hence this criteria has no meaning with request transfers and request transfers from all SSAs should be considered on transfer policy guidelines equally applicable to all SSAs.

43. Standards for posting of SSA/BA Head and it proper implementations.

SNEA informed the guidelines on posting of BA/SSA Heads are not followed as defined by corporate office also the position of SSA Head is changed as per the requirement of the officer and not as per the requirement of the BSNL. Some of SSAs are sometimes headed by DGMs or even by DEs and all of sudden SSA/BA Head of that area/SSA is upgraded by GM or PGM level officer. It was also pointed out that some of SSA / BA which are odd locations but needs to have GM/PGM level officers as SSA/BA Head are not having GM level Officers but popular units/SSAs like Mumbai Pune and Nagpur there are excess PGM/GM level officers. Some of BA areas like Nanded which cover three SSAs do not have BA Head since formation of this Business Area and Solapur BA which was headed by PGM level officers do not have even GM level officer since retirement of earlier BA Head. The post of BA Head Sindhudurg is vacant since transfer of earlier officer and practically BA Head seating at Kolhapur is not in position to take care of issues of Kolhapur as well as issues of Sindhudurg and Ratnagiri SSA. Same is case with Chandrapur BA Head as even though it cover four SSAs, there is no full time GM level BA Head posted When Chandrapur, Nanded and Solapur BA head is not posted with suitable level officer, in Sangli BA two GMs are posted, in Amravati BA two GMs are posted and in Pune and Nagpur BAs/SSAs have more number of GM/PGM level Officers. Same is case with SSAs head post as many of SSAs do not have even DGM level officer in post of SSA Head

when SSAs like Pune and Nagpur has excess number of DGMs posted that the sanctioned post. The charge of these SSA Head is given to DGMs/GMs in other SSAs and in some cases to GM/DGMs in other Business areas and practically these officers do not look into works of SSA with additional charge and anyone who takes some interest then it is limited to NOFN works and bills of the contractors. As such causal approach in posting of SSA/BA Heads is the reason for non-achievement of targets and has badly affected on overall functioning of these SSAs. SNEA demanded that all the SSA head and BA heads post must be filled with suitable DGM/GM and PGM level officer and in no case one BA/SSA Head should be given additional Charge of other SSA meaning that each BA/SSA should have separate SSA/ BA Head of the rank defined for that particular post and if required rearrangements may be done to meet such requirement of the officers at important portfolios of SSA/BA Head.

44. Review of Business Areas by accessing practical difficulties.

SNEA conveyed that formation of BA itself was not practical in Maharashtra Circle and when some BA are formed by adding more than two SSA in that particular BA has created practical difficulties in day to day functioning of the SSAs. It is seen that there is no difference in working of SSAs after formation of BA except the certification of NOFN Bills and approval of some tenders beyond powers of DGM level officers and the works of smaller SSAs are badly affected. Also formation of BA area without understanding geographical, political and local conditions has created much more problems for overall working of SSA. SSAs like Bhandara, Akola, Parbhani, Dhule, Kalyan already covers more than one revenue Districts and further adding other SSAs with these areas has practically no meaning of SSA Head. In some cases of BA area geographical distance should have been consideration, but same has not been taken care and many of the SSAs are sufferer. Bhandara is far away from Chandrapur BA, Buldhana is far away from Aurangabad BA, Hingoli revenue District which is part of Parbhani SSA is far away from Latur BA and so on. Practically Nanded, Latur, Parbhani and Hingoli Districts are managed by DGM level officer as BA Head which has hampered the works and there is visible negative impact on overall working of these SSAs as well as newly created hypothetical BAs. In some cases the SSA and BA are very far thus resulting in difficulties in file movement and also at such location the BA

head is not even visiting the SSA once in a month rather once in year and only certain files are called by BAs and cleared on case by case which causes huge loss to BSNL. Hence by considering all above points and practical difficulties there is need of review of the business area concept as whole and if not as whole it needs to be taken care at least in some of BAs with practical working, geographic location and accessibility of the SSA to BA HQ. Also there is need to have some guidelines for visiting of BA Head to every SSA at least once in month and be available for public as well as officers and staff.

45. Equalization of DGM/GM & PGM level Officers saturated in Pune, Mumbai and Nagpur and meeting shortage of SSA/BA Heads in field units.

SNEA added that Pune, Nagpur SSA have more than sanction post of DGMs , GMs and PGMs and many other SSAs do not have even single DGM level officer and requested for equalization of DGM/GM & PGM level Officers saturated in Pune, Mumbai and Nagpur at least in meeting shortage of SSA/BA Heads. The matter of posting excess DGMs in Pune has been done to accommodate more number of DGM level officers who are due for retirement and are last year/month of retirement age. Further matter for posting of GM/PGM level officers will be taken up with BSNL CO as referred under agenda point 43.

46. Underutilization of capacities and talent of GM level Officers viz GM Arch Mumbai, GM IT Mumbai, GM Yavatmal etc. and their posting at suitable place to maintain minimum level of respect post at level of PGM/GM.

SNEA brought to notice that when there is shortage of GM/PGM level officers in Maharashtra Circle, the talent of some of officers in Maharashtra Circle is being wasted as they are underutilized or given lower responsibility than their grade and dignity and hence it is direct wastage of talent of such high level officers and needs to be reviewed by giving responsibility of the level of the post.

47. Posting of GM Level officer at Business Area Head Solapur.

48. Posting of GM Level officer at Business Area Head Nanded.

49. Posting of Regular PGM/GM level officer as BA/SSA Head Kalyan.

50. Filling up vacant post of TDM Wardha.

51. Filling up vacant post of GMT Akola.

52. Transfer / Replacement of existing SSA Heads who have completed their tenure as SSA head being a sensitive post.

SNEA explained that at many SSA, the post of SSA head has been held by a single Officer since a long time resulting in violation of vigilance guidelines on working of an officer on sensitive post of same SSA Head and administration has to take initiatives in all such cases.

53. Repeated Complaints against Mrs. Namrta Tiwari, GMT Nagpur for harassment of officers and staff of Nagpur SSA and unrest due to her prolonged stay of 24 years in Nagpur and action for her shifting out of Nagpur SSA rather out of Maharashtra Circle to settle mass unrest among the entire workforce of Nagpur SSA.

SNEA expressed that Joint Forum of BSNL Unions and Associations at Nagpur has repeatedly represented Circle Management aghast vindictive actions by Mrs. Namrata Tiwari GMT Nagpur and huge unrest among the executives and staff of the Nagpur SSA but no concrete action has been taken by Circle Management and in strange procedure the compliance has been called from the officers against whom complaints have been made by Joint Forum Nagpur. Further in typical behavior as complained by Joint Forum, GMT Nagpur has called compliance from the complainant and matter is being delayed unnecessarily there by wasting time. Circle level Joint Forum also has represented against the vindictive actions by GMT Nagpur and deliberate harassment of executives and non-executives in Nagpur SSA and how the intensity of harassment has been increased after the complaints made by Joint Forum Nagpur. It has been also specifically pointed out in letter that Mrs. Namrata Tiwari is having longest stay of more than 24 years in Nagpur SSA as she is working Nagpur SSA since her posting as ADET and due to her prolonged stay she has some personal enmities with majority executive and non-executives/ Joint Forum Maharashtra Circle has specifically pointed out about prolonged stay of more than 24 years and violations of transfer policy guidelines by illegal retention of officer from ADET to GMT posting same SSA , but till no action has been taken in this matter and Nagpur executives and non-executives are made to face more and more difficulties. SNEA demanded early action on this matter and shifting of Mrs., Tiwari out of Nagpur SSA or out of Circle as she has already completed SSA/Circle stay and stands at Top

position of longest stayed list within Maharashtra Circle as well as all India basis.

54. Proper use of idle manpower available at Architecture wing Mumbai.

SNEA explained that as there are no new works of Building constructions are expected in days to come and the no. of external project also not in more number with Architecture wing the talent and manpower of JTOs and SDEs is being wasted by not giving scope to their talent. Some of JTOs Arch who are given other assignment have proved their excellence in works other than the Architecture works and are justifying their works double than the salary. Same is case with DGM Arch and she is not posted as DGM EB and doing her best at this new assignment. But till good number of JTOs and SDEs are underutilized and needs to be utilized at proper places as talent and capabilities can be utilized to better extent instead of harassing them by keeping idle or disrespecting them by giving some petty works. Many of the JTOs have expressed their willingness for working in other units/sections and their talent can be better utilized in sections like sales and marketing, EB, planning, admin and so on and talented and experienced manpower can be used more effectively for useful works of BSNL to meet shortage at these units

55. Following steps of CGMT MH for maximum utilization of video conferencing and not calling even single officer for any work at Circle office Mumbai thereby saving lakhs/crores of rupees on TA/DA and stay/food arrangements and mainly saving time of the field officers.

SNEA explained that many times various sections of circle office call officer from field units for meeting, this result in heavy expenditure on TA/DA and wastage of work hours and creates pendency of routine works due to such frequent deputation. Since circle office has paid license of Skype and also every SSA has video conferencing equipment, all units may take motivation from CGMT MH who is using Video Conferencing more effectively and all other officers/units in Circle Office also should follow footsteps of CGMT MH and stop calling any officer to Mumbai and also stop calling for meetings of officers at Mumbai and all issues needs to be discussed on Video Conferencing. This will save lakhs of rupees of BSNL which is being wasted on TA/DA of the officers on such avoidable tours/meetings. It will also save time of the officers being called on deputation and the difficulties faced by officers in coming such

meeting all the way from SSAs will be reduced. Association requested that general guidelines should be issued in this regard to all units in Circle Office Mumbai.

56. Review of Vindictive actions during agitational programme.

SNEA conveyed thanks for action of Circle Management to stop salary cut as per the request of All Unions and Associations Maharashtra Circle and further requested that instead of vindictive actions for salary cut other options suggested in the letter needs to be taken care. One side management is talking about the motivation of 18000 plus executives and other side such demoralizing steps are initiated when other options are available.

57. Cancellation of DGM posting order of Mr. Shende DGM Aurangabad which is issued in back door without publishing on MH intranet by using bogus handicapped certificates and mainly after expiry of the 40 days period defined by BSNL Corporate Office and action against officers who are involved in such malpractices.

SNEA informed that Mr. Shende has been given promotion after the expiry of the date of joining as clearly mentioned in the letter and mainly on the bogus certificate of medical PWD grounds wherein officer do not have such extreme problems as quoted in coming immunity and demanded for detail investigation of entire matter.

58. Reasons for Prolonged retention granted with new trend of temporary abeyance for three months period and its illegal continuation thereof in respect of Com. D. R. Pokale, DE Beed on his transfer to Ratnagiri and action to cancel his abeyance order, relieve him to settle unrest among the executives in Beed as well as Ratnagiri and to meet acute shortage of DEs in Ratnagiri SSA.

SNEA further added that Circle Office is giving repeated retention in this case without going to the depth of the issue and reasons given for retention and officer is allowed to do private works by such retentions on long stay transfers. Even though matter has been pointed out by recognised association, he is again given retention for three months and till now all ideas like retention, keeping order abeyance has been adopted and no more idea has been left in this case. SNEA will like to know reasons for such repeated retentions in particular case and that to be when others who were transferred along with

Mr. Pokale has completed tenure and long back again posted to parent SSA, but Com. Pokale is managing his retention even though case is not recommended by SSA and officer was relieved from the SSA.

59. Avoiding repeated corrigendum's issues by each and every order of staff section by taking prior precautions.

SNEA pointed out that in many of the orders issued by staff section there is need of corrigendum even though sufficient time is taken in decision making as well as in issuing letter and such typographical mistakes creates wrong impression among the staff and officers in the field units and other offices and should be avoided by taking corrective action and having through check while issuing original orders itself. .

60. Grant of separate vehicles and also Transport allowance to certain selected officers thereby making double expenses of BSNL need and equal review of expenditure on hired vehicles for all officers by stopping such double expenses.

SNEA brought to the notice of management that certain officers in Circle Office and field units are using BSNL Vehicles as well taking Transport allowance and in Circle office alone about Rs. 35 lakhs have been paid in excess than the justified. The Audit also has pointed out and directions have been issued for recovery of this excess paid amount of about Rs 35 lakhs, but the recovery is not being done as higher level officers are involved in this matter and pressure is being maintained for not taking any action on recovery. The amount of 35 lakhs is big amount for BSNL when GM Fin and his team is behind collection of every rupee from the outstanding amount and BSNL is facing acute financial problems, this much amount cannot be paid in excess and immediate action needs to be taken in this matter. SNEA also demanded for immediate action to stop further losses to BSNL by the corrective action on all such cases of malpractices by twisting BSNL guidelines as per wish and will of certain officers.

61. Allotment of dedicated vehicle for Civil & Electrical executives in each SSA at least combined for both wings.

SNEA informed that at present the vehicles are not allotted to the executives working in Electrical and civil wing and even their TA Bills are also not cleared by giving petty reasons even though journey is duly certified and approved by

the controlling officers. Also these officers are visiting to remote locations where bus frequency is not suitable and hence under compulsion officers have to travel by private vehicles and in such cases TA claims are rejected by account wing as bus tickets are not available. Also the fixed transport allowance on the basis of Diary for certain period is also not allowed and use of personal vehicle is also not allowed and thus these officers are in trouble and have to pay from pockets. SNEA demanded that to overcome all these practical difficulties and losses to executives as well as delay in the office work separate vehicles may be allotted to the executives in Civil/Electrical wing.

62. Non-Standard Electrical Fittings /wiring under directions by Civil wing spoiling interior decoration of Staff Quarters and need of review thereof.

SNEA brought to the notice of management about complaints about new Electrical fittings in staff quarters and poor quality of works thereof due to non-slendered procedure adopted in carrying out works.

63. On line and transparent booking of IQs with preference to BSNL officers rather than family members of selected senior officers in BSNL as being done now.

SNEA narrated difficulties faced by the executives in need of IQs as presently IQs are booked in off line manner and that to be its confirmation is not given till last day of the proposed booking. In some cases booking confirmed is cancelled without assigning any reason causing more hardship of executives who has booked IQs in advance. Further there is no transparency in present procedure of booking IQs thereby giving scope for favoritism to certain officers in booking IQs and many others do not get IQs. Also there is provision in ERP for online booking of IQs and same has been implemented by some of the Circle and same needs to be implemented in Maharashtra Circle for booking of all IQs by online method.

64. Repairs of IQs at Saraswati Bhavan and at CTO at least to minimum level of Santacruz office IQs

SNEA pointed out that the condition of IQs at Saraswati Bldg is not good and these are the IQs used by most of the officers visiting to Circle Office Mumbai and there is need of immediate repairs as well as minimum required amenities like good quality of furniture, bed sheets etc.

66. Permission for different activities like Subji Bazaar, Functions during office Hours on name of TWWO.

SNEA Pointed out that nowadays many of the activities and functions are being carried out in Circle Office Mumbai and some of the SSAs in Maharashtra Circle by TWWO and all these meetings and functions are being conducted at office expenses and during office hours and instead of the office Bearers of the TWWO, all these functions are arranged by the officers of the BSNL who are not member of TWWO. The weekly Subji Bazzar is arranged at Circle Office Mumbai on two days and there is no permission granted by administration and also norms for such bazar for direct sale by farmers also are not followed in it. The staff and officers are wasting their time duty hours for purchase and sale of vegetables and there is no control of administration. This is not the purpose of making administration strict and compelling staff and officers to attend office by punching time restrictions and after punching for office timing wasting time is subji bazzar and repeated functions. Due to this subji bazar during office hours, the office work is disturbed and many of the staff and officers are wasting their office time in such subji bazar and functions arranged during office hours. SNEA demanded that the Subji Bazar which is not as per guidelines on the subject and should be stopped and if it is to be arranged then it may be arranged in the Residential complex of Santacruz /other complex's on fixed day basis and not in the office Premises and if it is to be arranged in the office Premises it may be arranged at closing hours i.e. after 1700 hrs and if such bazar is arranged daily also we have no objection. Due to this subji bazar during office hours, the office work is disturbed and many of the staff and officers are wasting their office time in such subji bazar and functions arranged during office hours.

67. Mixing of BSNL activities with TWWO activities viz Prestigious BSNL Sanchar Award Function mixed with function of distribution of TWWO Certificates.

SNEA put forward that in last official function of Sanchar Awards, the function of the TWWO was mixed which is wrong tradition. The Sanchar awards are prestigious awards and these are awarded for best officers and staff on basis of the performance and it has no relation with TWWO. We are surprised to see that such prestigious Award distribution function is mixed with the membership distribution or office Bearer work certification of TWWO and needs to be viewed accordingly and there is no ground in mixing both the functions and the prestigious and dignity of Sanchar Award should be maintained separately. If certificates of TWWO are to be distributed then it

should be done in separate function arranged by TWWO expenses and not from the expenses of BSNL and wasting time of all officers and officer who are not member of TWWO.

68. Interference of TWWO Office Bearers in office Administration and pressure on the officers to carry out TWWO activities officially as well as unofficially and immediate steps to stop it.

SNEA brought to the notice of administration that nowadays the office Bearers of TWWO have started interference in the office working and member so f TWWO are being called at any time and if controlling officer asks for any works the threatening is given to the officers that you will get call form higher officers and call practically comes from higher officer which proves direct interference. SNEA further pointed out that TWWO has printed some lucky coupons and same needs to be sold by the TWWO office Bearers, but here all the Tickets are being kept on sale by the senior officer of DGM GM Level and they are compelling the staff and officers under control for purchase of one or more tickets. SNEA pointed out that DGM Admn Mumbai has officially distributed the tickets to all the DGMs and GM and SSA Heads and has fixed target for sale of these tickets and about each SSA is given target of cash collection of about Rs One Lakh against these lucky coupons. Such luck draw is not permitted within Maharashtra Circle without approval of competent authority of state Govt and payments of taxes thereof. But same are printed by TWWO and without any knowledge of its authenticity the controlling officers are forcing the subordinates for purchase of these tickets which is illegal and unethical. Many of the contractors are being compelled. In case of any complaint about the authenticity of the Lucky tickets and payment of taxes if required, then these poor officers who are selling these tickets will be in trouble and hence such activities of TWWO should be limited to the TWWO members only and no compulsions should be created on nonmembers of TWWO by officers and let the office Bearers of TWWO take responsibility of all.

69. Unequal treatment in maintenance of the staff Quarters.

SNEA informed that while repairing of staff quarters disparity has been observed and repairs of staff quarters used by senior officers are taken care frequently and staff quarters used by other officers and staff are not even minimum required maintenance support. This defers complex to complex and the disparity is seen even in two separate building of same complex and hence

needs directions for equal treatments to all staff quarters regardless of its users.

70. Using separate file by Admn Section for issuing correspondence and minutes of recognized association SNEA.

71. Authorization of SNEA MH Circle Body partially and review thereof.

SNEA MH brought to notice of the GM HR/Admn Mumbai that Admn section has conveyed partial approval for newly elected Circle Body of SNEA MH and it has created certain issues. We have already brought to notice of AGM/DGM Admn that the SR Cell has already approved Circle Body of 15 members for NTR Delhi and its copy was also shown to AD Admn Mumbai. We have requested to approve the fully Circle Body as it has been duly elected in the circle Conference which was attended by CGMT MH, GM HR/Admn. GMT Nagpur, GS SNEA CHQ, President SNEA CHQ. Also SNEA MH has highest membership among all Circles and all Associations with 35 branches functioning all over Maharashtra and its works and cannot be taken care by 11 Office Bearers and 15 Office Bearers are fully justified. Further at this stage it is not possible to remove four members from the elected Body and if we have to remove somebody then fresh elections needs to be taken and which we cannot afford expenditure which cannot be bared by SNEA MH within period of three month. Further only two facilities are being provided for all one is special CL and one Mobile SIM Card and SP CL also not utilized by all office Bearers and SIM card has not been taken even by single office Bearer of SNEA in entire Maharashtra Circle. Also for formal meetings only five office Bearers are permitted as per the letter issued by Admn section. As such no extreme expenses are required by Circle administration and there should not be any issue on part of the Circle Management to approve the full Circle Body duly.

Apart from this, the individual cases as attached in Annexure need your kind attention for resolving their grievances and giving justice to them.

This is for kind information and early issue of the minutes of the meeting.

M. S. Adasul
Circle Secretary,
SNEA Maharashtra