

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/2017-2019/22

Dated 31st March 2018.

Sub: Certain unattended issues related to fresh DGM & DE LA arrangements and Confusion created due to corrigendum issued in criteria to be applied in posting of officer under DGM LA Arrangements in particular SSA and request for its withdrawal.

Ref: 1. Letter No. A/STA/AE-22/DGM L/A /2017/31 Dated 22/03/2018.
2. Letter No. A/STA/AE-22/DGM L/A /Folder/2017/18 Dated 23/03/2018.
3. Office Memorandum Dated 01/07/2004 by AGM Pers II BSNL CO Delhi.

With reference to above subject, and letters calling for options for DGM LA as well as DE LA arrangements, we will like to draw your kind attention towards the certain issues which are extra clarified and some issues which are not clarified. We also like to bring to your kind notice that time of three days given for giving option both for DGM & DE LA is not sufficient and there is need of extension of date after clarifying the certain doubts and clearing confusion in minds of the officers. We had discussed the certain issues with Shri. B.A. Patil, DGM HR/Admn Mumbai and accordingly clarification has been issued vide letter under reference 2.

There is no issue in the first point clarified in this corrigendum as now it gives correct picture and one can take decision accordingly. Further under point 2, earlier statement that Officer eligible for looking After at Particular SSA shall be given DGM LA on the same station as per the seniority in that SSA is modified as Officer eligible for looking After at Particular SSA shall be given DGM LA on the same station as per the order of their minimum stay in that SSA. But no reason has been mentioned about these arbitrary changes within day of the order for calling option has been issued and matter has not been discussed with recognized association in this direction.

Also we will like to know the emergent situation which has compelled Circle Management to change the well-defined procedure in overnight period so that

executives can be made aware about the reasons of such last minute changes and they can opt accordingly.

Till now, the BSNL CO guidelines issued on the subject for retaining Senior officer as per seniority in the seniority list was retained at the same SSA as per the Office memorandum issued by BSNL CO vide letter under reference 3 dated 01/07/2014. Copy attached for information please.

Further no clarification or revised guidelines are issued by BSNL CO for making such arbitrary changes and hence all are astonished on overnight changes made in the policy of retention of officer **from seniority to his stay in that particular SSA** as no justification/reason has been given for such arbitrary changes issued without any consultation with recognized association at any level by any officer. Hence it has created confusion among the executives and under confusion many of the executives have not submitted the options.

Till now in any LA arrangements executives are retained in same SSA till the vacancy exists in same SSA as per his/her seniority in seniority list and officers junior in seniority are transferred out of SSA. The stay of the officer was taken into consideration only in case if he/she has not completed two years minimum stay in that SSA which is correct method. The officer with stay less than two years and officer with age more than 57 years who are age bar for out of SSA transfers were retained in same SSA and then left out seniors were retained in same SSA till vacancy exists in that SSA and other juniors who are less than 57 years in age and who have completed two years stay in that SSA are shifted out of SSA in any LA arrangements. In case some of the officers refuse the LA order, then next juniors are given chance and opportunity and this process needs to be taken care below line of seniority till eligible officers exists in that cadre.

After this exercise also, if any SSA do not get sufficient officers of that particular cadre, then longest stayed officers at Circle level in the regular/Adhoc cadre should be transferred to SSA having shortage and if no regular/Adhoc level officer of that cadre is found with age less than 57 years and more than two years stay in working SSA, then the Circle level longest stayed officer in the lower cadre but due for LA arrangement is transferred in basic cadre and then given looking After arrangements in transferred SSA. Normally such longest stayed officers are transferred from the SSAs having excess executives and not from the SSA having shortage of executives.

This well-defined procedure is being followed till now and acceptable for all and hence there is no justification in changing from the seniority to minimum stay of the officer as being clarified in this corrigendum under reference 2 and

hence there is immediate need of withdrawal of this second clarification and issue LA arrangements as per the existing and well defined policy.

This unwanted and modified clarification without any justification has caused confusion among many officers and hence many could not submit their option in time and are still confused in giving option to particular SSA as many of the officers are not aware about the stay of the other officers working in that particular SSA, but he/she is aware about seniority and age of that officer.

Another reason for non-receipt of options from many of the officers both DGM & DE LA arrangement is short time of just three days given for options that to be when many of the officers are busy in the Financial Year ending works and account closing works and this period is also including the holiday coming in it. When matter was discussed in formal meeting held on 19/01/2018 itself and CGMT MH has decided to issue fresh LA orders for SDE, DE & DGM cadres from 1st April 2018 onwards, then initiatives would have been taken by staff section well in advance, but nothing was done for about two months and all off sudden options are called for DE & DGM LA by giving just three days period, which is not correct method. Now we will request your good self, to take into consideration all options received even after due and last date for submission of option i.e. 26/03/2018 and if any of the officer has not submitted option, then he/she needs to be contacted personally at least by junior officers in staff section or by Dealing Assistants so that matter can be decided once for all. Best option is to give extension for the giving fresh options in DE & DGM LA with clarifying facts as per the guidelines for transfer due in LA arrangements. But there is any issue in extending date then matter needs to be taken by personal calls to officers and calling for options.

Further there are ambiguities in inclusion of names of the certain officers in the list of eligible officers even though , they have submitted refusal in last spell and names of some officers are excluded from the list of eligible officers on name of their refusal. We also found that the names of some officers as eligible officers who have refused Adhoc DGM promotion in recent past but in less than period of one year and are working as DE. It is seen that many of the SSAs have not intimated Circle Office about refusals or if intimated by SSAs, same data has not been updated by Staff section of Circle Office, Mumbai.

As such it is requested to adopt correct and uniform method, either make all the officer eligible for LA arrangements regardless of his/her refusal in past or apply this formula of refusal uniformly for all i.e. names of all officers who have submitted refusals in past one year period should be excluded from the list of

officers eligible for LA arrangements and not by adding some names on pick and choose and excluding some names may due to administrative mistakes at any level causing unrest among the executives.

We find that Staff section has unnecessarily increased work load by calling options from all the eligible executives that to be in short period of three days. The right procedure would have been that staff section should have made assessment on the basis of the data available with them about SSA wise vacancy position, then decided officers eligible to fill up these vacancies within SSAs and deciding SSA wise list of the officers who cannot be accommodated in the working SSA along with the total number of vacancies in SSAs having shortage of executives in LA arrangements. But here mesh is created by calling options from each and every eligible officer regardless of his/her position in seniority list and where he/she is working under LA arrangement or not and hence needs corrective action in calling for options both in DE/DGM cadres.

We have seen that there is confusion is calculating SSA wise vacancies and we are surprised that in some of SSAs vacancies have increased all of sudden and in some of SSAs vacancies have reduced drastically and no justification has given for such extreme changes. Also there is no uniform policy in deciding SSA wise vacancy position in DE or DGM cadre and your good self also can find if gone through details that vacancy position how defers from SSA to SSA as criteria adopted in different from SSA to SSA.

We are working on the calculations of the SSA wise vacancy position and will submit separate letter on this matter shortly after ascertain facts and figures, but **we put on record that on prima facie there is difference in SSA wise vacancy in DE and DGM cadre as uniform method is not adopted for calculation of vacancy.** Hope corrective action will be taken before issuing orders in DE/DGM LA arrangements.

While declaring vacancy position in Mobile wing total vacancies have been declared in Mobile wing but SSA wise break of vacancies in Mobile wing or least HQ of the posts in Mobile wing should have been declared but same has not been done and executives are puzzled to give option for any vacancy under mobile wing.

Further, any LA arrangement is stop gap arrangements and not promotion of the officer and in basic guidelines for LA arrangement dated 22/03/2013 states that LA arrangements has to be worked out **so as to have minimal transfer/posting** and nowhere criteria of stay of the officer has been mentioned in any of the orders/clarifications in respect looking After Arrangements, but

many **letter the concern about seniority has been rightly mentioned** and was being followed in Maharashtra Circle in true spirit and needs to be continued in same spirit.

We also bring to your kind notice that the officers in staff section are maintaining Top secrecy on many of the issues and matters like calculations of SSA wise vacancy which needs to be shared and was earlier shared with recognized association. Now days, it is neither shared with recognized association nor uploaded on MH intranet and hence there is always confusion among the executives and leaders due to non-transparent working. This change in attitude of the officers was never seen before and we are surprised to see it now and it is understood that repeated attempts are made to maintain top secrecy for unknown reason. We have no issue in maintaining secrecy, but then there should be accuracy in the data taken as base for any transfer posting of executives and SNEA MH has always played vital role in giving correct and timely feedback to Circle Management. **Our only intention is that such wrong calculation and data base should not affect the executives and their family members unnecessarily and if it so, we have no issue about Top Secrecy of the data by staff section.**

It is to further inform that in both the cadre DGM as well as DE LA arrangements are still in existence and if matter of fresh DE/DGM LA is delayed for some time rather some days more for issuing clarification, correcting vacancy position and getting options from all, it will not affect but corrective action needs to be taken before issuing fresh LA orders. Also there is need of calling Vigilance Clearance for LA arrangements and same has not been taken care and if matter has been reported to Vigilance section; it may be difficult for Vigilance section to issue VC for all in bulk. But VC may not be important issue and you may go ahead by issuing orders subject to VC as being done by FC section, but other issues needs to be taken care before issuing both DGM/DE LA arrangements.

Sir, we are confident that all above issues will be taken care by your good self before issuing fresh DE/DGM LA orders by withdrawing the clarification issued for transfers/retention in particular SSA on basis of the stay of the officer, by calculating correct and uniform SSA wise vacancy each cadre, by correcting list of eligible officers of any LA arrangements by uniform application of refusal formula for all, by calling/collecting options from all eligible officers and manly after issuing request transfers in all cadres from tenure as well as Non tenure stations , so that requirement of BSNL at different SSA will be taken care as well

as requirement of individual officers will also be given consideration while issuing fresh DE/DGM LA orders.

In similar lines of DGM/DE LA arrangements, we will also request your good self to have personal attentions towards preparation of Circle Gradation list and issuing fresh LA orders for SDE cadre for filling up all vacancies in SDE Cadre at least by 15th April 2018.

Encl: AA

M. S. Adasul
Circle Secretary,
SNEA Maharashtra

Copy to Shri. Peeyush Khare, CGMT MH Circle for kind information and with request to look into the issues raised by SNEA MH in respect of fresh DGM/DE LA arrangements.