

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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Circle Secretary

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To,

Shri. Peeyush Khare,
Chief General Manager Telecom,
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6th Floor, A wing, BSNL Admn Bldg,
Santacruz (W), Mumbai-400054.

No. SNEA/MH/Cir Corr/2017-2018/25

Dated 13th April 2018.

Sub: Certain issues with present orders for DGM LA arrangements and request to look into deviations in this order from the BSNL guidelines on the subject and corrective action thereof.

Ref:

1. Letter No. A/STA/AE 22/DGM (L/A)/2017/31 Dated 23/03/2018.
2. Letter No. A/STA/AE 22/DGM (L/A)/Folder/2017/22 Dated 31/03/2018.
3. Letter No. A/STA/AE 22/DGM (L/A)/2017/41 Dated 22/09/2017.

R/Sir,

Once again we congratulate you and your entire team of Staff section, to complete the giant task of transfer posting and DE/DGM LA arrangement in record period of seven days. We specially convey thanks for changing stand of issuing DGM LA order only for seven officers earlier and now issuing it for 46 DEs thereby giving them responsibility of higher post and mainly filling up vacant post of DGMs in different units/SSAs.

May be due to fact that this order was issued in hurry and in short period of time, there are some issues with present DGM LA Orders and we also find that there are direct violation of transfer policy guidelines in this order and hence we draw your kind attention towards it so that timely corrections will resolve the matter once for all. The details are as follows.

1. Your office has called options from 80 DEs for filling up 40 DGM post in LA Arrangements and about all have submitted options to some SSA or submitted straight away refusal by knowing his family problems. But it seems that it was mere formality of calling options and proper consideration has been not given to options exercised by individual and officers are posted randomly when it was quiet possible to give consideration to their options.

2. When many of the officers have submitted advance refusal by quoting justified reasons, it would have been wise decision to accept their refusal before issuing their DGM LA Order or list of officers who have submitted refusal for DGM LA Arrangement should have been published along with DGM LA Orders by barring them for DGM LA arrangement for period of one year.
3. Also many of the officers have submitted conditional option that if he is giving DGM LA in same SSA, then he is willing to take higher responsibility and it will not be possible for him to work out of SSA and that to be at faraway places from his/her home town, but same also seems to be shown dust bin as many of such request are not given consideration thereby defeating very purpose of the calling for options in advance,
4. Calling options from 80 DEs against 40 declared vacancies of DGMs , means such refusals are to given consideration and next willing officer who is younger than the earlier one is given chance /opportunity , but here stress is given to issue orders for the officers who are not willing or unable to take such higher level responsibility of DGM with out of SSA transfer at age of 58 to 60 that to be in stop gap arrangements with condition that if regular incumbent joins the junior officer will be compelled to work as DE under such newly joined senior and he will be practically reverted.
5. In such volatile circumstances, who will accept such temporary and stop gap arrangement of Looking After arrangement order by disturbing his/her family at age of 57 to 60 years that to be when there is no monetary benefit and in some cases salary will be reduced in such transfer from cities with higher HRA to cites with lower HRA needs to be understood and given practical solution.
6. It is not possible for many of the executives to shift family at this stage of service wherein only few years are left and his transfer means he cannot shift family and he has to maintain double establishment i.e. at present working place and at transferred place and thus expenditure may double but salary will reduce and this LA arrangement in such cases of out of SSA Transfer is nothing but demotion and hence many of the officers in zone of consideration have submitted advance refusals.
7. Further, we are surprised to see that you have made this LA arrangement so temporary that everybody has fear that any day any vacancy may be reduced and anyone will be revered as DE from DGM at any time, if not he/she will be named as **DGM “Taskforce”** and dumped as per your wish & will because the vacancy position seems to be SSA specific and face specific and it has no practical meaning of requirement of SSA. Due to such actions by Circle

management the meaning of word “Taskforce” from officers assigned specific task which required special calibre to resolve the issues has been changes and meaning of “**Taskforce**” is changed over as officer “**With No Task No Force**” and you may be aware of it as we believe that such posts are result of your creative ideas over the period.

8. We are sorry to say that when big SSA like Pune, Nagpur, Kalyan, Aurangabad or even developing SSAs like Gadchiroli & Sindhudurg SSAs, don't have even DEs for Mobile section, but here in face look working one post of DGM Mobile is created at Nanded and Com. Sayyad is posted as DGM LA Nanded and Com. A D Bhale is also posted as DE Mobile Nanded. When big SSA do not need or have DGM level officer to maintain Mobile services then why it is required in small SSA Nanded need to be clarified. Also Aurangabad having MSC Mobile and two Des are working at Aurangabad , and three officers re eligible for DGM LA Mobile Aurangabad , no one is given posting as DGM Mobile Aurangabad and what is its necessity for Nanded except undue and special favour to Com. Sayyad to retain him at Nanded.
9. This is not post created in this spell but it is continuing from last spell when no work of Phase VIII.4 was started and Com Sayyad is being favoured by giving DGM LA by keeping his seniors aside and when he was given DGM LA about 30 senior officers were neglected deliberately. If it was fact that Com. Sayyad is promoted on basis of his technical capacities then we agree for condition of technical capabilities for special DGM LA post creation but Com. Sayyad do not have expertise of technical works in Mobile but he has expertise in managing contractors and senior officers and this expertise is then only criteria for creation of the post of DGM Mobile Nanded when post of DE is also not justified.
10. If it was matter of Technical expertise, the Com. D D Wani from Nashik who has expertise in all technical works of Mobile as he is working in mobile since introduction of Mobile services and is known for his capabilities in extracting works, he should have been posted in Mobile wing as post of DGM Mobile Nashik was existing till last year and also Com. D D Wani is left with only one year. **Here important point is that GM Mobile Pune and GMT Nashik both have recommended and written to your good self for posting of Com. D D Wani as DGM Mobile Nashik** but in unfortunate actions your office has not given consideration and Com. Wani is shifted to Mumbai and his technical expertise has been neglected even though it is certified by his bosses.
11. But it seems that as Com. D D Wani do not have expertise in managing senior officers of the level as that of Mr. Sayyad and hence recommendation of GMT

Nashik & GM Mobile Pune are shown dust bin, the technical expertise of Com. Wani is shown dust bin, the criteria that Com. Wani is left with less than one year service is shown dust bin, the existing post of DGM Mobile Nashik is shown dust bin and Circle management has shifted Com. D D Wani from Nashik Mobile to Mumbai but Com. Sayyad who is successful in managing Circle Management is given special treatment and special priority by creating new post of DGM Mobile Nanded.

12. We are sorry to put on records that Com. Sayyad do not have technical expertise in Mobile works even 10% as that of Com. D D Wani, and if it was matter of technical expertise then Com. Wani should have been posted as DGM Mobile Nashik on the existing post. But your office did not find it necessary that case of Com. Sayyad for posting on such technical do not need recommendation of GM Nanded or GM Mobile Nagpur and there is no need of such useless criteria for posting as DGM Mobile at any SSA except skill of managing officers in Circle Management for getting choice posting that to be by creating & designing special post of DGM in small SSA like Nanded.
13. Nanded BA is so small that since your good self has created BA Nanded in Sep 2017, it is run by single DGM at Nanded and now when one Separate GM is posted for Nanded then your management has so pleased on Nanded that Mr. R N Malbargaonkar is transferred without substitute from Parbhani to Nanded, Mr. Sayyad is given new posting as DGM Mobile Nanded and we are unable to understand all of sudden love increased by Circle management towards Nanded and we are compelling to find magic stick which gives Nanded three DGMs, One GM when it was run by single DGM for last two years.
14. **Further when no substitute has joined in Parbhani SSA, Com. R N Malbargaonkar has relinquished charge and left for Nanded SSA and has joined at Nanded and as on today no one is in charge of Parbhani SSA.** Now God only knows what was hurry to relieve Com Malbargaonkar without posting substitute and how he dares to leave the SSA without your permissions against your strict action and how SSA Head is relieved without knowledge of Circle Head that to be without substitute will definitely no justified answer expect under favour by Circle administration to some specific officers. It is surprising that Com Malbargaonkar is not ready to wait for posting & joining of substitute even though he was performing duties from Nanded BA at Parbhani SSA and many of the times he was at Nanded only. **It is also matter of investigation what made GMT Nanded to relieve Com. Malbargaonkar without posting and joining of substitute and what happened over the night that Com**

Malborgaonkar has relinquished the charge of TDM/GMT Parbhani and has joined as DGM where he is still not assigned specific responsibility as DGM at Nanded and post of TDM/GMT Parbhani also is kept vacant by same BA Head. Hope your office will look into such deliberate actions by some individuals by keeping aside the priority of the BSNL and take appropriate action against culprits making it clear that such malpractices are being done without knowledge of CGMT MH and there no direct and indirect involvement of your good self CGMT MH.

- 15. Such biased and pick and choose posting is really painful for one and all and management rather your good self just cannot play in such naked eye, pick and choose method. We are hopeful that by such extreme biased posting Circle management is not giving indirect indication to the DGMs that forgot about your technical capabilities , forget your office works and put your energy in managing and satisfying the senior officers and get posting wherever and whatever you want and no matter post exists or not at that particular station.**
16. Further if it was need of special focus on Mobile works, then there are many SSAs which are performing worse than the Nanded and there is and was extreme need of DE/DGM Mobile, but no such posting has been done. As per your public remark in last Video Conference on review of progress of Mobile services, your good self has marked **Kalyan & Latur as the worst performing SSAs** and you have deputed two officers for monitoring Mobile working and accessing the real problems of frequent problems of BTS from Circle Office Mumbai and when it is said the if BTS uptime of Kalyan SSA is improved then average BTS uptime of Maharashtra Circle will improve. But neither separate regular DE or separate DGM Mobile is posted for Latur or Kalyan SSA but entire focus of management seems to be concentrated on creation and designing separate post of DGM Mobile at Nanded and give out of turn favour Com. Sayyid for his requirement at Nanded and let the requirement of BSNL go to hell.
17. Does it mean that Nanded is the only SSA which has extreme more workload of Mobile as compared to all other SSAs? Answer is absolutely not and hence we request your good self to define the policy for posting to any officer in unit/SSA and it should be done on requirement of specific person and not just to satisfy the person who is satisfying the Circle management by maintaining extreme smooth relations with higher officers.
18. We will like to remind that in formal meeting held with your good self, that SNEA MH has objected for posting of DGM Mobile at Nanded by neglecting his

seniors in the seniority list, and your good self has issued directions to GM HR//Admn Mumbai revert Com. Sayyad on 19/01/2018 as many of his seniors were not promoted. We also have raised concern about requirement of DGM Mobile at Nanded and you have directed that works should be managed by DE or by giving special designation in DE cadre to Com. Sayyad, but GM HR/Admn Mumbai has not taken any action till now even though we have reminded him 3-4 occasions thereafter and we find that pressure and managing expertise of Com. Sayyad is so powerful and effective that the GM HR/Admn with such clear image also seems to be under some pressure for issuing posting of Com. Sayyad as DGM Mobile Nanded by deviating from the basic principles of posting of DGM level officer and when it was agreed by your good self to revert Com. Sayyad from his out of turn promotion on specially designed post of DGM Mobile Nanded and we feel certainly such extreme pressure for posting of specific officer on specific post and location is not good for healthy organisation and we would again request your good self to review it or post DGM Mobile in all SSAs which have Mobile Network greater than Nanded SSA.

19. We also request that in the manner similar to Com Sayyad all other officers should be adjusted in same SSA or as per their request at par with Com Sayyad and they may also be given the DGM LA promotions in working SSA posts like DGM Mobile, DGM NOFN, DGM Taskforce etc can be created in each SSA.
20. Further, the vacancy position calculated by staff section is changing every now and then and we will like to put on records that it is being done just to adjust only specific person at specific locations and it is so volatile that at one moment it is given nil at other moment it will increase by manifold that to be assigning any reason and there is no transparency in calculation of DGM vacancies in different SSAs.
21. While declaring vacancy position also administration has taken its pick and choose basis and in some of SSAs vacancies have increased over the period and some of SSA vacancies have been decreased as per will and wish of the officers in staff section who is calculating vacancy position just to favour certain officers and to trouble some officers.
22. It has been rightly mentioned in the letter for calling options and corrigendum issued thereafter that there may be changes in vacancy position due to transfers of DEs who are working as DGM LA in some of SSAs and we fully agree with it.
23. But we find that there are changes in vacancy position in many of the SSAs even when none of DE is transferred from that SSA and in many SSAs the post shown as vacant is not filled and in some SSA posts not vacant are filled and we find it

as pick and choose method which should not be criteria at the level of posting and at least in posting of DGMs who are at the second position of the management on an average and top post at some of SSAs as some of them are posted as SSA Heads/BA Heads. The details of such pick and choose calculations of vacancy position and deviation on case to case basis is clearly visible from the following comparison.

Sr	SSA	Vacancy Declared on 23/03/18	Vacancy filled up on 31/03/18	Remark
1.	Pune	04	08	No DE working as DGM is transferred out of Pune but there is increase by four posts and no reason has been mentioned for doubling the posts.
2	Aurangabad	01	00	Though four officers from Aurangabad are eligible for DGM LA , all are posted out of Aurangabad and the only post declared vacant is also not filled in.
3.	Solapur	01	02	Post filled in are excess and double than the declared vacancies
4	Kalyan	03	04	When three DGM/DEs from Kalyan are transferred, one has taken VRS then the vacancy position should have been changed to seven or there should not be any change in vacancy position, But in pick and choose manner, in place of three declared vacancies four DGMs are posted to Kalyan SSA.
5	Kolhapur	02	01	When two vacancies were declared for Kolhapur SSA, then both the post should have been filled as more than sufficient willing officers are available in Kolhapur SSA, but only one post has been filled in and other post is kept vacant without assigning any reason
6	Nagpur	02	01	In Nagpur SSA, 02 post of DGMs were declared and only one post is filled in whereas eligible and willing officers are available for posting in Nagpur SSA.
7	Mobile	02	03	In mobile unit only two posts were declared and none of DE/DGM has been transferred out of Mobile but the vacancy position is increased from two and three DGMs are posted to Mobile.
8	Sindhudurg	02	01	In Sindhudurg SSA, 02 post of DGMs were declared and only one post is filled keeping another vacant when so many officer are eligible for said post.
9	Jalgaon	00	02	For Jalgaon no post was declared vacant, but two DGMs are posted at Jalgaon by transfer from Beed and DGMs nearby Jalgaon are posted at far away distance.

24. In Nov 2017, staff section has published 27 vacancies of DGMs in different SSAs and all of sudden on 23/03/2018; the vacancy position has declared as 40 and within seven days on 31/03/2018 when posting is done vacancy position is shown as 46. **Now it is not clear what is criteria adopted and what happened within seven days that total number of post are increased by six and in such condition , what is meaning of calling options in advance and deciding vacancy later.**
25. If we compare the vacancy position published on Nov 17 and Mar 2017 then one can find how it is exaggeration of figures as per wish and will of officer and it has no base for showing vacancy in any SSA.

Sr	SSA	Vacancy Declared in Nov 17	Vacancy Declared in Mar 18	Remark
1	Aurangabad	0	1	No retirement during the period rather one EE Civil is given charge of DGM HQ Aurangabad, till there is increase in vacancy, but said vacancy not filled.
2	Circle Office	10	8	Here DGM CPC retired, DGM EB transferred to Pune, DGM EB promoted as GM EB, DGM Mobile promoted as GM, DGM NOFN promoted as GM and thus vacancy should have been increased from 10 to 15, but it has been reduced by two and its shown as 8.
3	Dhule	1	2	No officer from Dhule retired, but one post increased.
4	Kalyan	2	3	Here two DGMs transferred out of Kalyan, one DGM opted for VRS and vacancy position should have been increased by three but increase is shown by only one from earlier 2 to 3 and if transfer in DE cadre is criteria for calculation of vacancy then vacancy position of DGMs in Kalyan SSA five.
5	Nashik	1	1	Here one DGM retired , but no addition in vacancy s shown
6	Pune TD	2	4	The vacancy position of Pune has increased from 2 to 4 but while posting DGMs it has all of sudden increased to 8 making it four time increase.
7	Pune Mobile	1	2	No retirement, No VRS, but one vacancy is increased without any justification
8	Sindhudurg	1	2	No VRS, any retirement, but vacancy position doubled.
9	Solapur	2	1	When everywhere vacancies are increased in Solapur SSA , vacancy is reduced by 50%
10	Sangli	0	1	No VRS No Retirement, but vacancy

				increased by one post
11	Ratnagiri	1	2	No VRS, No transfer, but vacancy increased by one and doubled.

26. As per the sanctioned strength there are 97 post of DGMs sanctioned Maharashtra Circle and only 9 regular DGMs are working in Maharashtra Circle and some of them are also are at verge of retirement on superannuation and every month one DGM is opting for VRS, then about 88 post of DGM should be vacant, but earlier only 26 we shown vacant and 7 were filled and now 40 are shown vacant and 46 are filled in and there is no consistency in stand of Staff section as well as Circle management on exact vacancy position of DGMs in each SSA and overall requirement of DGMs in Maharashtra Circle.
27. Surprisingly when overall vacancies of DGMs in Maharashtra Circle has increased up to double and everywhere vacancies are increased and in Solapur SSA vacancy is reduced by 50% and efficient officer working as DGM Rural Solapur Com. T D Jadhav is transferred to Bhandara from one corner to another corner of Maharashtra even though his request has been recommended by GMT Solapur.
28. In overall posting the no of post increased by six posts and if we count these unfilled post at DGMs at Aurangabad, Nagpur, Kolhapur, Sindhudurg then vacancy variation goes to nine post declared vacant and post practically filled in and this much deviation within seven days creates doubts on action of staff section on counting of vacancy position.
29. In vacancy position declared for Circle Office Mumbai in Nov 2017, total vacancies were 10 and on 23/03/2018, when overall vacancies of Maharashtra Circle has increased from 26 to 40, the vacancy position in Circle office Mumbai is reduced from 10 to 8. Here also no one has been posted additionally as regular DGM/Jt GM/Add GM rather one of the DGM retired on 31/12/2018 and three DGMs have been promoted as GMs. Hence there is no base in reduction of DGM posts in Circle Office Mumbai, but staff section dares to reduce it and your good self who is directly aware of the worst situation of DGMs in Circle Office , approves it is really surprising.
30. Practically in Circle Office Mumbai Twelve post of DGMs viz. DGM EB MH, DGM EB Mumbai, DGM MKTG, DGM NOFN, DGM TX, DGM NWP CM, DGM NWO CM, DGM CPC, DGM IT, DGM PG, DGM TAX, DGM L&B are vacant but Staff section shows vacancy of only eight posts when one of DGM in LA arrangements who also is at verge of retirement is given charge of four DGMs and how can he give justice to all works assigned him in multi fold capacity needs to be understood.

31. Apart from this, the charge of DGM PG Mumbai is given to the officer locally by GM Co-ordination against the order that no local LA orders are to be issued and same guidelines are not being followed in Circle Office itself and if guidelines are not followed in Circle office itself then circle management do not have any ethical right to issue such directions to SSA Heads.
32. It has been declared that posting will be done where it is as it is basis, then Com. G.K. Patil from Mumbai is posted out of Mumbai when 12 vacancies exist in Mumbai and when six officers from Pune (02), Nashik, Ahmednagar, and Nashik are transferred to Mumbai and when many of these officers have conveyed in writing that they are not in position to accept DGM LA out of SSA as they have analysed that vacancy exist in their present SSA and as per their position in seniority list they will be given DGM LA in same SSA. But to give extraordinary benefits to Com. G K Patil for his out of turn and pick and choose posting, Com. B A Khedkar from Pune is shifted to Mumbai against his unwillingness, and money is being wasted on his transfer out of SSA as his transfer is in the interest of service and Com G K Patil from Mumbai is posted to Pune.
33. Here the criteria of minimum two years working at place of posting applied in all other cases is not applied and within one year of posting of Com. G.K.Patil as DGM EB Mumbai, he is given posting from Mumbai where total 12 post of DGMs are vacant and he is posted to Pune where there is no post vacant and due to non-availability of vacant post and four DGMs are shunted out of Pune.
34. But Com. G K Patil is specially promoted and posted at Pune by doubling total post of DGMs from declared 4 on 23/03/2018 by unofficially increasing it up to 8 on 31/03/2018 and we are sure this is not **“Baba Ramdev”** effect as Com. Patil is excellently working for Patangali products and his relations with Baba Ramdev through one of franchisee are known to all and your good self has experienced it.
35. If minimum two years criteria is not applicable for Com. G.K. Patil then why such other request in JTO/SDE/DE and even DGM cadre are not considered needs to be clarified. It can be seen that the request of DEs namely Com. M M Kshirsahgar, Com M H Nagargoje, Com. V M Atre, Com. M .P Bhole Com. Y T Yedle are not considered as they have not completed two years minimum stay and then what is criteria adopted for Com. G K Patil who has not even completed one year at present post needs to be clarified for transparency of working of Circle management.

36. Also your good self has taken very good decision of issuing advance transfer orders of all officers completing tenure by Sep 2018 and transfer order of Com. M M Kshirsagar should have been issued on 31/03/2018 with all other DEs, but his name is deliberately excluded from tenure list and he is again compelled to work as TDM Sindhudurg against his unwillingness to continue as TDM Sindhudurg.
37. When request of Com. M M Kshirsagar is not considered on criteria of two years even though he has completed it and he is working at All India Soft Tenure station, Sindhudurg, then how Com. G.K. Patil has got transfer from Mumbai to Pune within one year of his posting as DGM EB MH Mumbai needs to be clarified by the Circle Management and we have not received answer from any of the officer up to GM HR/Admn Mumbai and everybody pointed out figures at your good self and we hope your good self will look into this serious issue and give equal justice to all.
38. We have requested GM HR/Admn Mumbai to consider request of Com. M M Kshirsagar from Sindhudurg to Mumbai, Pune or Ahmednagar as he is completing his two years tenure in May 2018 at all India Soft tenure station, but GM HR Admn told that his request cannot be considered as he has not completed two years even though ample vacancies in DE & DGM cadre exists at Mumbai, Pune. But GM HR/Admn Mumbai is kind sensitive and responsible enough to take stand of minimum two years' service at place of posting, he deliberately keeps his eyes closed when the request of Com. G K Patil is considered for Pune.
39. Due to such actions now it has become part of discussions among the BSNL officers that effect of **"Baba Ramdev"** is nowadays becoming strong in BSNL and even sincere officers like GM HR/Admn are compelled to close his eyes under this special effect.
40. If this is approach of the Circle management in considering request transfer, then all DEs/DGM LA including Com. M M Kshirsagar who has served in extreme odd conditions of Sindhudurg also will have to approach **"Baba Ramdev or any other Baba"** to get his transfer settled by showing such **"chamtkar/Miracle"** of any so strong Baba by keeping office work aside and if anyone follows the procedure adopted by Com. G K Patil for **"Baba effect"** his request will not be considered by your circle management.
41. We are astonished to see and eyes of the many staff and officers remained opened for long moment when we saw that effect of **"Baba Ramdev"** is so strong that on second day of transfer order issued by staff section Com G K

Patil got relieved without substitute and same day, he has joined at Pune SSA, when none of the other officer in this order was relieved and has joined new place of posting and we are compelled to believe on **“Baba Ramdev Effect” in transfer posting of officers in BSNL** and the worships towards **“Baba Ramdev”** plays important role and one has to keep his office work aside and start working and worshipping for such powerful and effective **“Babas”**.

42. In similar favouring attempt Com. T S Gajakosh who was posted to Kalyan SSA on his request for cancelation of his transfer to Ratnagiri SSA, is again posted back to Circle Office Mumbai just within one year and he also has not completed two years in Kalyan SSA and within one year he is brought back keeping 100% post of DGMs vacant in Kalyan SSA. We remember that when Com Gajakosh was transferred to Ratnagiri under longest stay in Circle Office, your good self has mentioned that he is longest stayed DGM In Maharashtra Circle and he is not giving any results and is just for counting of heads in CO Mumbai and hence transferred to Ratnagiri.
43. Now we are not able to understand what happened within period of one year that Com. Gajakosh is transferred back to Mumbai while he has his home at Virar in Kalyan SSA where he is posted now. Has his efficiency changed during one year period and if his efficiency has been changed then then performance of Kalyan SSA would not have been such worst as being quoted by you at each and every meeting and occasion, then should we believe he also has approach some “Baba” as that of Com. G.K Patil, who has influenced Circle management to consider his request out of turn or change your opinion about working and usefulness of Com. Gajakosh over the period of one year.
44. It was your mission to improve Kalyan but now the condition of Kalyan is worst as practically there is no single DGM against four vacant post shown by staff section as all are transferred out of SSA and one has taken VRS due to poor HR approach of present looking after GMT Kalyan. In such extreme condition from Kalyan to Mumbai but your office has given undue consideration by making 180 degree phase change on stand of his efficiency and we feel sorry that similar helping had is not extended by your office to these officers.
45. While considering request transfers of other DEs due for DGM LA their request is not considered as there is no vacancy in requested SSA and we are surprised to see that Com. M M Kshirsagar from Sindhudurg and Com. M H Nagargoje from Jalna have applied for Pune as DE or as DGM due to genuine family issues and their name is registered in the waiting list of request transfers to Pune , but their request is not considered and request of Com. G.K. Patil is given out of

turn consideration even though his names is not registered in the waiting of request transfers of DEs and when he has not completed one year as DGM EB Mumbai.

46. Further Com. V M Atre DE Jalna has requested for DE or DGM LA Aurangabad and one vacancy exists in Aurangabad as declared by Staff section on 23/03/2018, and in the principle applied to Com. G.K. Patil , the request of Com. Atre should have been given consideration for posting at Aurangabad and he should be promoted as DGM LA Aurangabad or at least his request in DE cadre should have been considered to Aurangabad, but he is posted as DGM LA to Amravati and post of DGM at Aurangabad is kept vacant and for posting of Com. G K Patil, posts of DGMs at Pune are increased from 4 to 8. It is really surprising and shocking for one and all except the officers is staff section who have nowadays lost their idea of intellectual working and may be under **“Baba Ramdev effect”** are keeping their eyes closed and agreeing with you whatever you say and they do not bother about policy and guidelines on the subject.
47. In DE cadre also own cost request of Com. A N Jagnade from Akola to Amravati, Com. A H Waghmare from Satara to Pune, Com. D V Madake from Solapur to Pune is not considered and they are compelled to work at as DE LA in existing SSA or transferred to another SSA and **“Baba Ramdev effect”** is not seen in any case except case of Com. G K Patil may be due the fact that they are not strongly worshipping any “Baba” as that of Com G K Patil.
48. Com. M.P.Bhole TDM Buldhana has joined Maharashtra Circle at own Cost and has requested for Jalgaon SSA on genuine family grounds as hi spouse is also employed Jalgaon and post of DE/DGM are vacant in Jalgaon SSA two DEs from Beed are transferred to Jalgaon SSA that to be in the interest of service, but own cost request of Com. M P Bhole who has already suffered lot is not given consideration even though he also has completed 57 years of the age.
49. Com. K T Yedale DE Beed has joined Maharashtra Circle after completion of tenure at Odisha Circle and has requested for posting to Latur SSA, but on name of shortage of DEs in Beed SSA he was posted to Beed and many other request of DEs are considered for posting for Latur and at the same time four DEs from Beed are transferred out of SSA. If it was really shortage of DEs in Beed SSA, then no DE should have been transferred out of Beed SSA, if no vacancy exists in Latur SSA , no DE should have been posted to Latur SSA, but same is being done except in case of Com. K T Yedale DE Beed, Com. Yedale is trying for posting to Latur for last 12-14 years by On cost request, now he has completed age 58 years, there are vacancies in Latur SSA as 3-4 DEs are due for

retirement and two are transferred out of SSA in DGM LA, then it was quiet possible to consider his request but the principle applied for Com. G K Patil, Com. Sayyad, Com Gajakosh etc not applied for Com. K T Yedale and Com. M P Bhole even though both have joined Maharashtra Circle after serving at Odisha and Gujarat Circle respectively.

50. It is important that Com. G K Patil, Com. Sayyad, Com Gajakosh etc have never worked out of Maharashtra Circle and Com. Gajakosh and Com Patil were transferred on long stay bass and not completed minimum two years break out of the posted SSAs and they are favoured for posting at choice place for reasons better known to management and Com. K T Yedale and Com. M P Bhole even though both have joined Maharashtra Circle after serving at Odisha and Gujarat Circle respectively and you also will agree f gone through the depth that this is not natural justice by your good self.
51. Further while applying criteria of refusal also, it is not applied uniformly as per guidelines on the subject and here also pick and choose policy is adopted as in case of Com. A B Kshirsagar who has refused DGM Adhoc promotion in Sep 17, is considered for DGM LA and posted to Kalyan SSA, but Com. A M Sanghai who has never submitted refusal of promotion and has only submitted unwillingness that to be in last to last spell of DGM LA orders and when vacancy clearly exit in Akola SSA where he has opted now and practically no one is posted as DGM/GM but the need of Akola SSA has been kept aside and the willing candidate Com. S S Sanhgai is excluded from the list on name of refusal and Com. D S Sheleke who has submitted unwillingness for posting at any station out of Beed as he has recently joined Beed SSA on Own Cost request Transfer is posted to Akola is really disgusting.
52. It is unfortunate that earlier the charge of GMT Akola was looked after by one of DGM at Amravati as additional charge and he also is retired in on 31/03/2018 and practically there is no SSA Head for Akola and all works of SSA Head are pending from day to day approvals, grant of Temporary advances and time bound works of writing APRs as mapping in ERP needs to be changed and deliberately request of Com. A M Sanghai is kept aside. We have requested to GM HR/Admn Mumbai for 4-5 times and he has always assured to look into it, but nothing has been in direction and post of GM/DGM Akola is kept vacant and unoccupied and there is no concern shown for requirement of Akola SSA.
53. It is fact that in some of the SSAs, the post of DGM are vacant and eligible officers are there but as they have refused out of SSA DGM LA arrangements earlier, now their names are excluded and are now not considered for DGM LA

and posts are kept vacant and this is loss for BSNL as well as for concerned officer.

54. We request yourself to have clear review of all Refusals of DE/DGMs and **all earlier refusal should be treated as null and void** and matter needs be started as fresh because the correct procedure was not followed in earlier DGM/DE LA and hence many were compelled to refuse LA arrangements and when matter has been started as fresh let us start with fresh list as per seniority by keeping aside their earlier refusal otherwise please go ahead with equal treatment against refusal by keeping concrete records of it.
55. When there is shortage of DGMs in many of the SSA, your office has started new creative but useless idea of posting officers by giving senseless name **“Taskforce”** wherein officer is paid without any work and practically this post is without any Task and without any force and this is your creative idea to get rid of the responsibility of extracting work from subordinate officers which you do not like or from whom your good self is unable to get works extracted and this is surely direct wastage of BSNL money and manpower.
56. It is really not good that Buldhana, Sangli, Kolhapur, Ratnagiri SSA are having DGMs/GMs as officers with designation **“Task Force”** and earlier same principle was used at Solapur and some other SSAs and this happens when there is shortage of DGMs/GMs in Maharashtra Circle. It is need of time that instead of keeping them idle, there should be some creative idea to use their services and there is no need of any suggestion for their effective use and your good self have such hundreds of creative ideas, but this insulting posting on name of task force needs to be stopped as these posts also are part of same vacancies shown as filled in and practically work load of such posts comes to others. It is unfortunate that it happens when Maharashtra Circle is headed by most efficient CGMT like you in today's era and we are sure this is not attempt to hide failure of superior officer to extract work from subordinates and we will request your good self to stop such posting on name of “Taskforce” in any cadre otherwise same may be used below line for setting personal goals among the officers.
57. In fact, if we go as per sanctioned post of DGMs, we find that there is much deviation from the percentage-wise strength in each SSA as per sanctioned strength and DGM vacancies varies from SSA to SSA and there is no equal principle followed in it and it gives wide scope for showing excess post as well as shortage post as per convenience of officers in staff section or circle management, which is not correct.

58. Also transfer of four DEs to Pune SSA cannot be base for all of sudden increase in DGM post and the excess officers should be posted out of Pune SSA or the criteria followed in DE LA and DGM LA cases of other SSA, that excess officers will be posted to the SSA having shortage of DGMs or the request of officer to the SSA where it is not possible to accommodate officer in LA arrangement will not be considered for LA arrangement in that SSA and his/her request for that SSA n substantive cadre will also be rejected, but unfortunately same principle is not equally adopted here and on pick and choose criteria and such pick and choose and face looking application of principle by keeping post vacant in some of SSA even though eligible officers are available and posting excess officers when no post exists is highly objectionable and being recognised association in BSNL we put or objection on records and hopefully your good self will take care of it..
59. Further there is no clear procedure defined for justifying the DGM Posts and hence we are left only with option other than sanctioned posts or justified post and posting needs to be done either as per sanctioned or as per justified posts or to certain percentage of sanctioned posts of each SSA and whatever principle will be decided should be equally applied for all SSA may with exception to one or two SSAs having more growth rate and definitely not for particular person as being done now.
60. The declaration of vacancy position before calling for options has some real meaning and sense of responsibility and there should not be any change in vacancy position within period of seven days and we are confident that this will be fully agreed by the Circle Management and staff section also. **We feel that if consideration is not to be given to options/ willingness/unwillingness then please stop calling for options and creating picture that willingness are called for giving consideration of requirement of individuals and betterment of BSNL and please do not play with sentiment of officers who are submitting options/willingness/ unwillingness as called by the staff section every now and then.**
61. Hence there is need of corrective action by filling DGM LA post up to declared vacancies with uniform principle of calculation of vacancy position in each SSA with maximum limit to sanctioned post for posting of in any SSA and there should not be any change in vacancy position except transfer of officer in DE Cadre from or to that particular SSA, which also should have declared before calling for options and not after calling of options.
62. Also distance from the present place of posting to place of posting on LA is and should have been criteria but same is not followed and officer from Solapur is

transferred to Bhandara, two Officer from Beed are transferred to Jalgaon whereas officers from Aurangabad for whom Jalgaon is adjacent district are not posted to Jalgaon and posted at places like Circle Office Mumbai , Ratnagiri and Akola , Officers from Pune are posted at Goa by not considering their name for nearby SSA like Kalyan, Mumbai and if it would have been taken care some of them may have joined at place of posting to nearby SSA.

63. We are confident that there is nothing conspiracy in such arbitrary changes in vacancy position and whatever we have pointed out are the clerical or administrative mistake may be due to fact that DGM LA orders are issued in period of seven days.
64. If the management would have given due consideration to options then following post of DGMs would have been occupied thereby fulfilling requirement of BSNL as well as request of individuals.

Sr	Name	Vacant post	Remark
1	Com S S Sanghai	Akola	Against refusal of Com. D S Sheleke posted as DGM Akola
2	Com. M H Nagargoje	Parbhani	Against refusal of Com. V N Kulkarni posted as DGM Parbhani a
3	Com. A M Sayad	Jalna	Against refusal of Com. M H Nagargoje posted as DGM Jalna
4	Com. K P Kulkarni	Aurangabad	Being senior most officers in Aurangabad and as post shown vacant is not filled in the recent order. Officer also has submitted medical ground request and case recommended by GMT Aurangabad
5	Com. T D Jadhav	Solapur	Against superannuation retirement of Com. Gapat who retiring in June 18 and Com. T D Jadhav has submitted willingness for same
6	Com. D D Wani	Nashik Mobile	Officer is technically expert, post of DGM Mobile Nashik is vacant and case is recommended by GM Mobile Pune and GMT Nashik.
7	Com. S B Havaladar	Kolhapur TD	Com. Havaladar is senior than the Com S V Patil, and Com Patil has submitted refusal for DGM LA and also two post of DGMs are vacant in Kolhapur and Com S B Havaladar needs to be posted as DGM LA Kolhapur.
9	Com. I Sayyad or Com. V M Atre	Aurangabad Mobile	The post of DGM Mobile Aurangabad s fully justified and no post of DGM Mobile justified at Nanded and if Com Sayad is expert in Mobile then he may be posted to Aurangabad wherein he can take care of issues of entire Marathwada region and if Com Sayyad is not ready then this post may be filling through any other willing officer at Aurangabad and

			post of DGM Mobile Nanded should be abolished or one post of DGM Mobile may be please crated in each SSA bigger than the Nanded and one eligible on not eligible officer may be posted at such post at par with Com Sayyad.
10	Com. H Mahantesh	Pune TD	Officer is working as DGM Chinchwad Pune SSA and has submitted willingness on medical grounds for posting to Pune TD as his services are required at Chinchwad area on medical ground of family member having critical illness but posted to Pune Mobile and his request may be considered by posting Com. B A Khaddar at Pune Nodal and he can be retained in Pune TD
11	Com. B A Khedkar	Pune Nodal	Officer has not completed two years stay at Pune and has submitted unwillingness for out of SSA posting and he has submitted willingness for Pune Nodal and case has been recommended by GM Mobile Pune on technical grounds and he can be accommodated in Pune by increasing more posts at Pune or by cancellation of transfer of Com G K Patil as he has not completed two years tenure at Circle Office.

65. If the above willingness are given consideration and then the post vacant due to refusals can be filled by going down the seniority list and giving opportunity to more juniors in the seniority list so that the request of individuals are given consideration and vacant post in some of left out places will be adjusted.

Sir, we are confident that above elaboration of facts is sufficient for taking review of the postings in DGM LA arrangements and there is no need of additional feedback from our side as every record is available with staff section. Till anything is required on our part in support of our say, we are ready to discuss these issues with supporting documents and in such attempt we have tried to meet you as well as GM HR/Admn but GM HR/Admn Mumbai informed that he is updating data of transfer posting in his computer and preparing for implementation of all transfer orders pending as per his office records and has taken the list from us and has assured to go through the list and take suitable action.

Further as informed earlier your PA is always saying that you are busy in meetings as many officers and vendors are meeting you daily and she has assured us to inform when your good self will be free, but since last fortnight she could not get your spare time and hence we are submitting details in writing and we are confident that with this entire issue will be clear to you and suitable action will be in this regards in favour executives as well as in the larger interest of BSNL.

We have just elaborated the details of issues with DGM LA and there are certain issues with DE LA but not much as that of DGM LA and hence instead of going point by point we have handed over the list to GM HR/Admn Mumbai for grievances of JTO/SDE & DE in recent transfers and DE LA arrangements and copy attached for your ready reference please.

Your good self also can find with such deviations from the guidelines and pick and choose method adopted by the management in issuing DGM LA orders will definably have direct impact on aim of the management to fill up the DGM Posts at different SSAs. We will not be surprised if more officers submits their refusal in DGM LA arrangements due to such discrepancies and if no corrective action is taken by the management and same is the case with DE LA and it is requested to go as per the policy equally applicable for all and criteria of posting should not deviate from person to person as for Circle management, everybody should be equal and if anyone is not performing in eyes of Circle management and if anyone is performing extraordinary, then he/she should be taken to the task/awarded by well-defined procedure and rules of BSNL and not by pick and choose transfers as being done now.

We will request your good self to review the transfer posting in DGM/DE LA by taking corrective action and give due consideration to the request of the officers for posting within SSA or SSA where he has requested for own cost transfer and till it is not possible to accommodate him then please accept his/her request for refusal and issue fresh DGM/DE LA for the officers below the seniority list as many eligible and efficient officers are available in the below seniority list and they may accept the DGM/DE LA arrangement even outside SSA. **We are hopeful that this time in posting against refusal will be done as per the well-defined policy for declaration of vacancy and calling for options thereof and mainly with uniform application of the criteria applied for all with priority to BSNL works and definitely not the priority of individual depending on his skills for managing transfers**

Sir, your directions cum threatening during Mobile section Video Conference, which has been seen by officers and staff in different SSAs that except issue of death and life, for no reason these transfer orders will be cancelled has already created terror among the field officers and your intention may be limited to implementation of transfer orders and not for creating compulsions on the officers who have submitted refusals. After listening discussions of video Conference and discussions from other officers, one of officer under transfer having genuine issues in accepting orders for posting out of SSA under LA arrangements, has shared with us and we share it with

your good self that that due to his unavoidable family conditions and with such extreme compulsions created by management that to be in stop gap and purely temporary arrangements, **he is not left with any other option than the suicide** and by now we have convinced him for not taking such extreme steps with assurance that favourable action will be taken in this regards shortly and if such grievances are not considered then we also may not be in position to convince to such officers with weak mind set.

We put on record that due to so called harassment by delayed bills payments one contractor has adopted for suicide at office of GMT Nagpur, thee candidates whose appointment on Companionate Ground was not considered have attempted for suicidal attempt in the office of GM HR/Admn Mumbai just before two days and **we are sure that now by creating extreme compulsions and terror on officers to accept the transfers out of SSA on stop and temporary Looking After arrangements, the officers in BSNL are not compelled to follow these steps of suicide and if anyone attempts for it due to extreme pressure by issuing legal notices and threatening by controlling officers on name of CGMT MH, then definitely Circle management will be answerable for it.** We surely feel that such unfortunate incident will not happen as the threatening is stopped on your name and should not happen and the grievances addressed by the individual well within guidelines or by going beyond certain limits of guidelines will be taken care by your directions to GM HR/Admn Mumbai to do so.

Accordingly we have emails the list of the individual grievances of executives after recent transfer posting and DE/DGM LA arrangements and he has assured to look into all these cases and by our experience of his working definitely he will try his level best to give justice to all or maximum comrades and **we will request your good self also to direct GM HR /Admn Mumbai to consider all these cases sympathetically and give him free hand as given to earlier GM HR/Admn Mumbai who has settled all such grievances intelligently with grabbing opportunity of free hand given by you.** We have also given alternative solutions in many of the cases and if these cases are given sympathetic consideration, we are sure these orders issues intellectually will be highly acceptable to one and we are confident that Circle Management under your leadership will definitely review all these cases and give justice to all.

We will like to inform that since 1st April 2018 everybody is discussing on transfers and on present pressure tactics of the Circle management in issuing legal notice against transfers by filing caveat in court of law and creating pressure for relieving of officers under out of SSA DGM/DE LA even though these officers have

submitted refusal now and unwillingness earlier in advance and further threatening for reliving through ERP by rejecting their refusals has already caused unrest and terror among the officers and we are sure that management will create compulsions on officers in BSNL who have submitted refusal to accept transfers without any valid reason that to be on name of temporary and stop gap arrangements to fill shortages.

Waiting for favourable action and review the posting of DGM LA by removing above discrepancies in recent DGM LA Orders and without any pressure on officers to join duties at transferred place by creating compulsions as being done now to certain extent and also to consider the requests received from individuals in different cadre after issue of the transfer orders and DGM/DE LA orders thereby making all these officers free from the discussions on transfer posting and focus on the office works and manly to join different missions you have instated in this new Financial Year..

Encl: AA

M. S. Adasul
Circle Secretary,
SNEA Maharashtra.

Copy to Shri. Aman Jaiswal GM HR/Admn Mumbai for kind information and n/a to have sympathetic consideration of grievances of the executives and also to adhere the policy of equal treatment to all well within the transfer policy and guidelines on the subject.