

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



M. S. Adasul,

Circle Secretary

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To,

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

**No. SNEA/MH/Cir Corr/2017-2018/27**

**Dated 8<sup>th</sup> May 2018.**

**Sub: Unrest among the Nagpur Comrades due to harassment of officers and Staff at Nagpur by Mrs Namrata Tiwari GMT Nagpur due to her prolonged stay of 24 years in Nagpur SSA and request for her transfer out of Nagpur SSA/ MH Circle and immediate withdrawal of additional charge of PGM Mobile.**

**Ref:**

1. Letter No. A/STA/AE-23/Transfer & posting/2015-16/37 Dated 21/03/18
2. Letter No. 315-06/2018-Pers.I 36/C Dated 15/03/2018 by BSNL CO.
3. Letter No. 315-06/2018-Pers.I 39/C Dated 06/04/2018 by BSNL CO.
4. Letter No. A/STA/AE-23/Transfer & posting/2015-16/40 Dated 21/03/18
5. Letter No. Nil Dated 18/05/2017 by JF Nagpur.
6. Letter No. Nil Dated 22/06/2017 by JF Nagpur.
7. Letter No. Association / Union / MH / Nagpur Issue/2017-2018/1 Dated 07/11/2017 by JF Maharashtra Circle
8. Letter No. CGMT/MH/Admn-I/Agitation/2017-18/73 Dated 11/07/2018.
9. Letter No. 315-06/2017 -Pers-I (Pt )/4 Dated 12 /01/2018.
10. Letter No. A/STA/AE-23/Retirement/Gr.A/2018/27 dated 04/02/2018.

**Respected Sir,**

We will like to draw your kind attention towards the well-known matter of prolonged illegal retention of Mrs. Narmada Tiwari GMT Nagpur and unwanted issues created due to her self-centred working style thereby creating mass troubles to the executives and non-executives for settlement of personal enmities she has generated due to prolonged stay of 25 years at Nagpur.

We will like to remind your good self that since last one year, the executives and non-executives of Nagpur SSA under banner of Joint Forum of all Unions and Associations of BSNL at Nagpur has repeatedly raised it voice against deliberate harassment by Mrs. Namrata Tiwari as GMT Nagpur and the posting of Shri. A K. Bajpai as PGMT Nagpur, has given some relief to the aggrieved executives and non-executives of Nagpur SSA, but till they have not received final solution as Mrs. Namrata Tiwari till continues at Nagpur as GMT Nagpur and with her persuasion with your good self, she is now given additional charge of PGM Mobile Nagpur and

her scope for harassment is now expanded from Nagpur TD to Nagpur Mobile also. Thus problems settled to some extent in respect of Nagpur TD are now will have some wide area as Mobile unit of Vidarbha and Marathwada area and some officers from Mobile unit have started complaining about it and some have opted for transfer out of Mobile unit Nagpur.

Sir, we agree that in your eyes Mrs. Namrata Tiwari is good officer may be due to the fact that she is worried about the works given by you and whatever your good self assign her work she will get it done and we highly appreciate her such actions. But it does not mean that she is given free hand for taking revenge against the executives and non-executives at Nagpur and we are sorry to say that after repeated complaints by Joint Forum Nagpur, Complaint by Joint Forum MH Circle, your office has not taken any concrete action except constitution of the committee for investigation of complaints which was formed in August 2017 and it was supposed to give report by Sept 2017 and even after nine months have passed after formation committee the members could not meet the deadline of submitting report and committee also is not given any extension and from this one can understand what will be outcome of this committee in which majority are the officers working under Mrs Tiwari.

Sir, as she is in your good book and as she personally come to Mumbai just before retirement of earlier PGMT Nagpur to get posting as PGM Mobile Nagpur and your good-self has pleased to accept her personal request and now she is given additional charge of PGM Mobile Nagpur as local arrangements within Maharashtra Circle. **Normally such GM /PGM Level posting are decided by BSNL Corporate Office**, but in this special case Mrs. Namrata Tiwari GMT Nagpur is given additional charge of PGM Mobile Nagpur. Now for Nagpur TD works she is reporting to PGMT Nagpur and for Mobile related works she is directly reporting to your good self. Earlier she was having only charge of GMT Nagpur and now with your office order, she is having double charge one as GMT Nagpur and another as PGM Mobile for Vidarbha and Marathwada region and no one is in position to understand why such discriminating orders are issued by your good office.

First of all the post of PGM Nagpur is not at all justified but we are sorry to say just to accommodate senior officers at Nagpur unwanted posts are created and earlier Shri. Agarwal was posted as PGM Mobile Nagpur and now he is posted as GMT Amravati and Shri. Sawatkar GMT Yavatmal was posted as PGM Mobile Nagpur who has retired on superannuation and it was expected that no one will be posted as PGM Mobile Nagpur because two GMs namely Shr. Amit Shrivastav and Shri V. D. Godghate are rightly working against only one sanctioned post of GM Mobile Nagpur. It is unfortunate that SSA Head posts of SSAs like Akola,

Sindhudurg etc are vacant for months together and even DGM level officer is not posted for Akola SSA and entire work has come to standstill in absence of SSA Head, here the senior officers are dumped at Nagpur and Pune just for their convenience and without giving any consideration of requirement of BSNL.

Since long only one post of GM Mobile Nagpur and one post of GM Mobile at Pune were taking care of all works related to mobile throughout Maharashtra Circle but over the period additional one PGM is posted at Pune Mobile and in place of one GM post one PGM and two GMs are posted in place of one GM Mobile Nagpur and now with local arrangements your good self has given charge of PGM Mobile Nagpur to Mrs Tiwari when she is GM level officer and already there are two GMs posted in Mobile Nagpur and practically now there are three GMs at Nagpur Mobile namely Shr. V D Godghate, Shri. Amit Shrivastav and Mrs. Namrata Tiwari in place of one sanctioned post of GM Mobile Nagpur and **this is real wastage of talent of senior level officers where we are facing acute shortage.**

Further when Mrs Tiwari herself is reporting as GM to PGMT Nagpur for Nagpur TD works , how other two GMs can report her by just giving her charge of PGM Mobile when she is not PGM and how practically two GMs can report to one GM. It seems that due to disappointment of such reporting Shri. Amit Shrivastav has requested for posting as GM WTR Nagpur for which order are issued by BSNL Corporate office and one GM will be reduced if order is implemented but till two GMs remain at Mobile unit Nagpur and anyone will agree that it is unwanted posting, but nothing is impossible for extra ordinary skill of Mrs Tiwari to manage the posting at Nagpur and hence such order are being issued in favour of Mrs Tiwari.

By look at the activities of Mrs. Tiwari and her skills of managing transfers, now it propagated that Mrs. Tiwari with continuous stay of 24 years at Nagpur will be posted as full time GM/PGM Mobile Nagpur and Shri. V D Godghate GM Mobile who has joined Nagpur just before two years on completion of tenure at All India hard tenure at Andaman & Nicobar Circle will be shifted out of Nagpur just to accommodate Mrs. Namrata Tiwari at Nagpur and no one will be surprised if such orders for transfer and posting is issued by BSNL CO as Mrs. Tiwari has managed many of her transfers earlier due to her political influence.

Now it is understood that Mrs. Tiwari has started propagating that she is not longest officer as he has worked at Jabalpur for few months and also she has worked outside BSNL in other organisation though her posting was in Nagpur and hence her stay is being counted from after she has joined Nagpur after deputation other departments and as such she is not longest styed GM in Nagpur as well as in Maharashtra Circle.

Mrs. Namrata Tiwari has joined as ADET at Nagpur on 10/01/1994 and she worked there continuously up to as DE/DGM till 19/06/2002. Then she was posted at Jabalpur for period of just eleven months from 20/06/2002 to 08/05/2003 and again joined Nagpur on 15/05/2003 as DE/DGM Nagpur and till today on her promotion as GM/PGM she is continuously working at Nagpur. It is fact that Mrs. Tiwari has joined on deputation under Labour Ministry from 2014 to 2016, but her posting was at Nagpur city itself and thus since 10/01/1994 i.e. for period of 24 years, she is continuously working at Nagpur and if she is successful in keeping BSNL Management under political pressure and influence as she is doing for past 24 years, surely she will be GM level officer celebrating her silver jubilee in Nagpur City and her name can be written in Guinness Book of world record for such extremely difficult task and at the same time name of BSNL management and MH Circle management will be written in same book of world record as poor management which bowed down against political pressure of officer continuously for 24 years.

Level of confidence of Mrs. Tiwari that neither Director HR nor CMD BSNL have powers to issue her transfer order is clearly visible from the fact that even though BSNL CO has called for three options from the officers who have completed four years stay at any post/SSA and six years maximum stay in any Circle, but even after passing two months, Mrs. Tiwari has not given even single option. We are sorry to put on records that her level of confidence about managing her retention at Nagpur even after repeated complaints by Joint Forum has increased due to unwanted and untimely action by your office by giving her additional charge of PGM Mobile Nagpur.

It is important that the instructions are issued by corporate office and endorsed by your office have referred to Transfer Policy guidelines dated 7/05/2008 and 13/08/2008, while calling for 3 options from SAG (GM Level) officers who have completed Post/SSA/Circle tenure and it has been clearly mentioned that the exercise of three options is in line with CVC Guidelines and hopefully these CVC guidelines are also applicable to Mrs. Namrata Tiwari against her 24 years stay at Nagpur, but till Mrs Tiwari do not bother about such instructions and celebrates her success in managing her posting as PGM Mobile in addition to charge of GMT Nagpur. It can be seen that Mrs Namrata Tiwari has worked at Nagpur for a period of 24 years except at Jabalpur for a period of 11 months which is not considered as a station break because as per transfer policy, station break is counted only after period of two years. **If for name sake, we assume that this eleven months period is her break of SSA/Circle in Year 2003**, after that also she has completed 15 years continuous stay at Nagpur.

Here we wish to bring to your kind notice that Shri S.G.Menon and Shri Deepak Kamble who were working on Deputation to TERM Cell at Nagpur, from 2011 to 2017, were transferred to Chandrapur on basis of Longest Stay at Nagpur, though they were working in different institution than BSNL and due to your pressure Com. Menon has joined Chandrapur under **compelling situation created by your office, he has opted for VRS**. On the same lines we will not say that Mrs. Tiwari should opt for VRS, but the stay of Nagpur of Mrs Namrata Tiwari, while working on deputation under Labour Ministry with headquarter at Nagpur should be considered and her name should be included in the list of GM level officers under SSA Longs stay as well as Circle Long stay and she needs to be posted may at her choice of SSA out of Maharashtra Circle.

We have already brought to your kind notice and we again put on records that Mrs. Namrata Tiwari has developed personal enmities with about all officers and staff at Nagpur due to her egoistic and self-centric behaviour. This happens mainly due to her prolonged success in managing transfer for last 24 years and her behaviour shows that she has got national permit to misbehave with anyone. She has abnormal feeling that she can behave in any manner with any officer, any staff or any contractor and no one can transfer her outside Nagpur due to her political influence and co-ordeal office relations she is managing with senior officers. Her extreme extra ordinary behaviour due to her 24 years stay at Nagpur is clearly visible from her actions and it seems that she has assumed that no one including CMD BSNL, Director HR BSNL can transfer her & no question of CGMT MH Circle transferring her as she is blessed by extreme powerful political outside influence and she has got life time permit to continue at Nagpur.

**We also would not have any objection for such life time retention at Nagpur if she would not have treated executives and non-executives in Nagpur in humiliating manner.** But unfortunately due to political influence she has become arrogant and her arrogance is visible in her each and every action except her behaviour with your good self or some certain senior officers in BSNL management limited to Board of Directors and we are sure if she is given further free hand, she may not respect even such senior officers also.

Sir, you are kind aware about the recent unfortunate happening and incidence of suicidal death of one of contractor at office of GMT Nagpur and it has come to know that said victim has mentioned name of Mrs Namrata Tiwari GMT Nagpur in his suicide note and she has been held directly responsible for his death and Mrs Tiwari has applied and got anticipatory bail as in such cases of suicide, the persons whose names appears in suicide note are arrested. The FIR also has been filed by the family of the deceased contractor which includes the name of Mrs.

Namrata Tiwari. We appreciate that the cognizance of this suicidal incidence due to delayed payment of vendors has taken directly by CMD BSNL and your good self also has taken serious note of it and issued directives for timely payments of vendors.

It is very surprising that even after taking the cognizance of such unfortunate incidence Mrs Namrata Tiwari is not only retained at same place but also been awarded with the charge of PGM Mobile Nagpur as additional charge and it is really matter of concern for all. This happens when already two GM Mobile are posted against one sanctioned post of GM Mobile Nagpur. The purpose behind such favour to the officer whose name not only appears in the FIR but also due to the autocratic and vindictive nature of Mrs Tiwari is brought to your notice at various instance of time.

Due to such attitude of Mrs. Namrata Tiwari, Joint Forum of Executive's Association and Non Executives Association of BSNL, Nagpur has written letter with two reminders and in response to the first letter dated 18/05/2017 a Committee has been constituted by your good self to investigate the matter as alleged by Joint Forum Nagpur. But in constitution of this committee also your good self have overlooked the Principles of Natural Justice by appointing members to the committee who are working under Mrs. Namrata Tiwari GMT Nagpur viz. DGM Rural Nagpur and DGM Finance Nagpur and members of same rank i.e. CE Civil Nagpur and CE Electrical Nagpur. It makes us believe about your office indirectly supports the misbehaviour and arrogant attitude of Mrs. Namrata Tiwari and your office efforts as a saviour to her are unwanted as such unconditional support is the reason for her such extreme arrogant behaviour and approach towards all executives and non-executives which is main reason for unrest among Nagpur comrades.

If it was matter of technical expertise for her posting to Mobile, then it is fact that Shri. V D Godghate and Shri. Amit Shrivastav are highly technical officers and holds command on working of Mobile unit due to their active involvement and comparatively Mrs. Tiwari has started learning about working of Mobile and there was no specific and technical need which has been fulfilled by her posting as PGM Mobile Nagpur even as stop gap and temporary arrangements and from her nature we strongly believe that due to additional charge of PGM Mobile on going works of Mobile wing Nagpur may come to halt due to her untimely intervention.

Everybody in Maharashtra Circle is astonished that two stalwart GM level officers namely Shr. P K. Shah GM Mobile Pune and Shri. Suresh Nakhale GM Mobile Mumbai who were deeply involved in on-going Mobile Phase VIII.4 expansion project and their names were recommended by your good self and

Director CM for retention in Maharashtra Circle at least for few months and unfortunately both the officers are mercilessly relieved through ERP by giving target date for implementation of their transfers, how the additional charge of PGM Mobile Nagpur can be justified with Mrs Tiwari without any technical expertise. It is understood that Shr. P.K. Shah has been relieved as he was working in Maharashtra Circle for last 11 years and Shri. Suresh Nakhale is transferred on his GM promotion and as his stay was six years in MH Circle even though their services are badly required for Phase VIII.4 Mobile expansion, then how Mrs. Namrata Tiwari is allowed to continue in Maharashtra Circle in single SSA Nagpur for 24 years and how she is again given additional charge PGM Mobile when she is GM needs deep investigation and retrospection.

It is fact that there is no need of substitute for transfer of Mrs Namrata Tiwari as Shri. A. K. Bajpai has been recently posted as PGMT Nagpur and there is no need of substitute as charge of SSA Head is already taken over by PGMT Nagpur. Till substitute is required then we can find that many of the PGM/GM level officers are waiting for transfer to Nagpur SSA and many could not get such chance as now they are compelled to work at unpopular stations just to adjust Mrs Tiwari at Nagpur for years together and as on today also 3-4 GM/PGM level officers are willing for posting as GM/PGM Mobile Nagpur or GMT Nagpur.

One can understand that someone individual has certain grievances against Mrs Tiwari, some group of officers or staff may be against Mrs Tiwari or some particular union or association is against Mrs Tiwari, but here all unions and association at Nagpur have complained against the arrogant behaviour of Mrs Tiwari and harassment regardless of their membership of any Union or Association as District Secretaries of **SNEA, BSNLEU, NFTE BSNL, AIBSNLEA, SEWA BSNL at Nagpur** have represented same in writing and raised their voice at many occasions. This makes it clear that there is no fear in mind of Mrs Namrata Tiwari and she misbehaves with anybody who comes across with her for any reason and it is result of her prolonged retention at Nagpur. The adamant nature, egoistic behaviour and overconfidence that she will continue to manage her retention at Nagpur and no one can transfer her as if she is the Queen of her kingdom at BSNL Nagpur is result of the strong outside/political influence she has generated due to prolonged stay at Nagpur. **But the BSNL workforce cannot continue to be victim of her such unethical and illegal actions to harass the staff and officers working under her control and hence such mass unrest is seen at BSNL Nagpur and** hope your good self will realise it at least at this stage.

From the above stated facts it is can be easily concluded how Mrs. Namrata Tiwari has managed to stay for such a long period at Nagpur when other officers of

same grade are transferred within a span of 3-4 years and **why there is such mass unrest among members and leaders of all Unions/Associations working at Nagpur SSA due to prolonged stay of more than 24 years of Mrs Namrata Tiwari at Nagpur SSA.**

When your good self is taking great efforts for implementation of Transfer Policy for Group 'B' and Group 'A' officers in Maharashtra Circle by issuing transfer orders for Tenure and non-tenure stations by month of March every year on basis of long stay and also you taken special steps for force relieving of unwilling officers via ERP, taking extra care for implementation such long stay and even request transfers by filing Caveat/s in different courts so that no executive can approach CAT/Court of Law unnoticed, even if they feel injustice done towards them. When such extra ordinary efforts are being taken to transfer all officers on long stay then why such undue and extra ordinary favour is being extended to Mrs Namrata Tiwari for her retention at Nagpur who has stay of 24 years at Single SSA Nagpur and when many of the complaints have been received against her including one suicidal note and FIR thereof.

Sir, **we are sure that management is not waiting for any more suicide at Nagpur by contractor, officer or staff at Nagpur and hopefully the grievances raised in all letters by JF Nagpur and JF Maharashtra Circle along with all relevant facts will be taken care by stopping undue favour to Mrs. Namrata Tiwari** and immediate action is taken for her transfer out of Maharashtra Circle and it is made clear that transfer policy is applicable for all and Mrs Namrata Tiwari cannot manage her retention at Nagpur anymore and till there is respect for transfer policy and officers from BSNL Board responsible for transfer policy in respect of GM/PGM level officers.

Sir, after going through all above facts, your good self will agree that the prolonged retention for period of more than 24 years of Mrs Namrata Tiwari at single SSA Nagpur is illegal and unwanted and is reason for mass unrest among the executives and non-executives in BSNL Nagpur.

**In View of above we will request your good self:**

1. To immediately withdraw additional charge of PGM Mobile Nagpur given to Mrs Namrata Tiwari and give free hand to **Shri. V. D. Godghate, GM Mobile Nagpur** to carry out the works related to Mobile mtce and expansion works of Phase VIII.4 in Vidarbha and Marathwada region
2. The case of **Mrs Namrata Tiwari** may please be recommended for out of Maharashtra transfer on basis of long stay of 24 years, on basis of the complaints made by Joint Forum Nagpur and Maharashtra Circle and



mainly on suicidal death of one of the contractor in the office of GMT Nagpur when **Mrs Namrata Tiwari** was SSA Head Nagpur and as FIR has been lodged against her.

3. Also action may be initiated against **Mrs. Namrata Tiwari** under CDA or CCA rules as applicable to her for outside influence for managing her retention for period of 24 years in Nagpur SSA and her political influence is clearly visible and it is now an open secret.
4. We will further request to have separate investigation of allegations made by Joint Forum of Unions and Associations at Nagpur against **Mrs. Namrata Tiwari** due to her egoistic behaviour because the committee constituted earlier has not submitted report since last nine months and as earlier members of the committee were the officers working under her and due to nature of Mrs Tiwari, none of them will dare to submit report and if report is submitted the committee members will not dare to write facts which are directly evident against their "Boss".
5. GM HR/Admn Mumbai may be please directed to act on the complaints submitted by Joint Forum of Unions & Associations of BSNL at Nagpur and Maharashtra Circle and at least such complaints needs to be brought to the notice of Director HR BSNL Board so that Personal cell understand the gravity of the issues due to prolonged stay of Mrs Namrata Tiwari GMT as Nagpur SSA and her name is included in the long stay list of GMs in Maharashtra Circle and she is posted out of Maharashtra Circle thereby giving due respect to transfer policy and CVC guidelines on subject.
6. Till the investigation of complaints against Mrs. Namrata Tiwari is not completed she may be sent on leave thereby withdrawing charge of GMT Nagpur as PGMT Nagpur is rightly available to take care of all works at Nagpur
7. Or if it is not possible to send her on long leave for fair investigation of complaints against her; she may be transferred out of Maharashtra Circle there by complying CVC guidelines for stay of the GM level officers in any SSA/Circle.

**We also hope that timely action will be taken by shifting Mrs Namrata Tiwari from post of GMT Nagpur and no more contractor, staff and officer in Nagpur is compelled to attempt suicide and if such unfortunate incident happens again then its whole responsibility will be with Circle & BSNL management.**

**We are confident that your good self will take serious note of the concern raised by SNEA MH, Joint Forum Nagpur, Joint Forum Maharashtra Circle over the period of last one year and take appropriate action as above and give some relief to aggrieved comrades of Joint Forum of all Unions and Association at Nagpur and take firm step towards creation and maintaining the industrial peace at Nagpur thereby giving confidence to Nagpur comrades that they cannot be harassed anymore just for personal egos and enmities due to prolonged stay of Mrs Namrata Tiwari at Nagpur SSA and in Maharashtra Circle.**

With Regards,

Encl: AA

M. S. Adasul  
Circle Secretary,  
SNEA Maharashtra.

**Copy to:**

1. Shri. Anupam Shrivastav CM BSNL kind information please.
2. Mrs. Sujata Ray Director HR BSNL Board for kind information and with request to look into grievances of Nagpur comrades due to prolonged stay of 24 years of Mrs. Tiwari at Nagpur by her immediate transfer out of Maharashtra Circle.
3. Shri. A. K. Bajpai, PGMT Nagpur for kind information and with request to look into grievances created due to certain unwanted actions of Mrs Tiwari GMT Nagpur and see that investigation by committee is done in fare and fearless manner.
4. Shri. J.B. Chavan GM Vigilance Mumbai for advance intimation about the violation of the guidelines on posting of any GM level officer in any SSA or Circle continuously for 24 years.
5. Shri. Aman Jaiswal GM HR/Admn Mumbai for kind information and with request to look into complaints by JF Nagpur/MH which are unofficially kept on hold without any action by DGM Admn Mumbai.
6. Com. K. Sebastin GS SNEA CHQ New Delhi for kind information and with request for strong persuasion for out of Maharashtra Circle transfer of Mrs Namrata Tiwari in tune with the resolutions passed in Circle Conference of SNEA MH held at Nagpur.
7. Com. Sameer Khare, DS SNEA Nagpur for information & n/a please.