

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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To,

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

**No. SNEA/MH/Cir Corr/2017-2018/33**

**Dated 14<sup>th</sup> July 2018.**

**Sub: Protest against six month delay and totally causal, careless & irresponsible act of the management in issuing the minutes of formal meeting with recognised association, and request for issuing revised factual minutes.**

**Ref:**

1. Our letter No. SNEA/MH/Cir Corr/2017-2019/6 Dated 27/12/ 2017.
2. Our letter No. SNEA/MH/Cir Corr/2017-2019/7 Dated 28/12/ 2017.
3. Our letter No. SNEA/MH/Cir Corr/2017-2019/8 Dated 29/12/ 2017.
4. Our letter No. SNEA/MH/Cir Corr/2017-2019/9 Dated 29/12/ 2017.
5. Our letter No. SNEA/MH/Cir Corr/2017-2019/10 Dated 17/01/ 2018.
6. Our letter No. SNEA/MH/Cir Corr/2017-2019/12 Dated 18/01/ 2018.
7. Letter No. A/A-I/SNEA (I)/2017-2018/F-II/35 Dated 17/01/2018.
8. Letter No. A/STC/Union/BSNLEA/ABDPA/SNEA dated 07/07/2018.

**Respected Sir,**

At the outset, we cannot convey thanks for issuing the minutes of the formal meeting with SNEA held by your good self on 19/01/2018 as per letter under reference 1 and we put on record the strong protest against the over delay in issuing minutes and then issuing it with totally careless, casual and irresponsible act of the management in issuing the minutes with grave and deliberate mistakes and by adding specific points which were not discussed in formal Meeting and neglecting/deleting the actual discussions held in the said Formal Meeting.

First of all we will request your good self to distribute one of the hundreds of the prizes and awards you have distributed over the period to the official/officer/s who have given final shape to these minutes of this Meeting for following reasons.

- i. First award should be given for record break time taken for preparation of minutes of the meeting because for finalisation of draft of 12 pages it took six months which means that the minutes are prepared at the speed of two pages per month or 15 days per page and we find there is no any other

office/officer which/who have taken efforts to maintain such record time delay and who can have deep study of the minutes by such page by page, word by word manner for period of six months.

- ii. Second awards should be given for number of mistakes being done in such official report as from report it seems that six months period has been taken either for adding mistakes or time has been utilised how the minutes will be useless and far away from the facts and you go through the minutes you will find that such award is fully justified in present scenario and you also will find award in category of deliberate mistakes is deserved by these officers in your office.

We are sorry to say that such abnormal delay of six months happened on quarterly meetings when matter has been reported to Shri. Aman Jaiswal, GM HR/Admn Mumbai at the regular interval of fortnight and your good self also was requested for issuing minutes at many times and your good self was kind enough to direct GM HR Admn Mumbai to issue minutes but all in vain.

After our last reporting about delay in issuing minutes on 14/06/2018, you have again and specially directed to GM HR Admn Mumbai for early issuing minutes, and with your such intervention we were of the opinion that with so called intervention of Circle Head who is being marketed for handling all issues in his special way, the minutes will be issued without further delay. We also expected and it is but natural that minutes will be as per the discussions held in the meeting and not as per the wish and will of the officers writing minutes as seen in this case. But we are sorry to say that here case is totally reverse and we find so many deliberate mistakes in minutes, after your strict instructions also it took three weeks to issue 12 page minutes and it is nothing but attempt to diffuse the outcome of the discussions and divert attention on the issues raised by SNEA and showing that Formal meeting is nothing but just casual discussions and it has no meaning at all.

When we have seen these deliberate mistakes, we have tried to bring it to the notice of Shri. Aman Jaiswal, GM HR/Admn Mumbai and pointing out to such grave and deliberate mistakes requested him to withdraw minutes as these are far away from the facts on some of points and there are deliberate mistakes in it which makes these minutes of no use as instead of clarifying issues, may be as expected by certain officers in management from minutes the confusions are being created. But Shri Aman Jaiswal GM HR Admn Mumbai was of the opinion that mistakes happens in all Govt works and unfortunately we have seen first time that the man who was always pleading for correctness, was this time was pleading for mistakes

in minutes of the meeting may be for safeguarding staff and officers for careless approach on such important issues.

Shri Aman Jaiswal, GM HR Admn Mumbai has further directed us to point out mistakes in writing and he will issue corrigendum on required points let it has 'n' number of mistake but he firmly denied for withdrawal of minutes and issuing fresh and correct minutes as per discussions.

Further we were surprised to see that GM HR Admn Mumbai was justifying all these mistakes with say that the minutes are issued in hurry under pressure by your good self since our reminder in our last meeting with you on 14/06/2018. With our reminder for delay of six months and thereafter your directions to GM HR /Admn Mumbai and directed him to issue minutes whatever available and **let it be with mistakes, but minutes should be issued.** This happened when already six months has been completed from meeting held on 19/01/2018 and when three weeks period passed from your last instructions to GM HR Admn Mumbai and mistakes in names also are not corrected in six months /three weeks, it really makes us panic and may not be to the officers who have issued minutes as they do not bother about executives and their only attempts n to keep you happy and satisfied as their "Boss" and are not worried anything else.

Due to such biased, non-factual minutes with delay of six months, Many of executives have pointed out fingers at us about authenticity of the discussions with such deviations and not getting clear stand of SNEA as well as management in this formal meeting and just formal note as per "administrative convenience" at many of the points which was never agreed by SNEA MH in the meeting. If minutes were issued as per discussions and with careful approach, this would have been avoided.

We will put on records that on part of SNEA MH we have taken every initiative required so that correct and factual minutes of meeting are issued. We have provided soft copies of the agenda so that there is no need on part of management to again type it, we have drafted minutes as per discussions held and its soft copy also has been handed over to GM HR Admn in month of February 2018. Here most important is that Com. Makhija PA who has consolidated minutes within weeks' time after meeting on 19/01/2018 and handed over it to DGM HR Admn Mumbai. We have discussed this with Mr. Makhija PA to DGM HR Mumbai, how he has done so many mistakes when he is very punctual and alert, then we are surprised to know from him that these minutes are not prepared by him and these are prepared by Mrs Hema PA to GM HR/Admn Mumbai under valuable guidance of Shri. B. A. Patil DGM HR Mumbai. When Com Makhija PA to DGM HR

Mumbai has attended meeting and he has noted names and issues discussed correctly why attempts are made to get minutes prepared from Mrs Hema PA to GM HR Admn Mumbai who was not present in the meeting and why it took six months to type the minutes of 12 pages for which draft was ready at the end of January 2018, needs to be answered. When minutes are recorded by someone and prepared by someone else that to be after period of six month who was not present in the meeting, then how it is possible that minutes are as per the discussions and if it is not as per the discussions then what is use for issuing minutes needs to be ascertained.

Further we have always informed our readiness for any discussions on any issue of even issuing minutes and our only intention was to make the issues clear to one and all. But unfortunately with such co-operative initiatives on our part and prolonged wait with full patience and even after continuous persuasion with each and every officer including your good self, we were only given assurances but all in vain. With this much persuasion it was expected that minutes will shared with us before these are finally published as we are the party in this formal meeting and we have also requested for same to GM HR/Admn Mumbai for same.

But we are surprised to see that minutes are directly uploaded on MH Intranet and with further total careless approach even after passing of ten days its copy is not yet given to us officially even though we are available in same office, same floor and even not such formal intimation is given to us that minutes are issued. When we have discussed about nonfactual minutes with deliberate mistakes with GM HR Admn Mumbai, he also was not aware that minutes are finalised and uploaded on Intranet and hence no question comes for any intimation from his side to us rather it was our intimation to him that minutes are issued.

We have tried to find out reasons for such undue delay, unwanted secrecy maintained on such routine official procedure **but everybody is pointing fingers at you and it has been informed to us that you have issued instructions that minutes should be limited only to maximum three pages and it should not go behind three pages.** Under such tension, DGM HR Mumbai seems to have wasted six months in making the minutes of just three pages and as he was not able to make it three pages, he was informing us that he is working on it and same was supported by GM HR Admn Mumbai by assurances to us. We believed both with the hopes that DGM HR Mumbai is preparing minutes with all facts and figures and hence taking lot of time. Finally, we are compelled to come to conclusion and it is fact also that period of six months has been taken for adjusting the minutes in

three pages and as it was not possible to make it three pages they were waiting for instructions from you for additional pages, but no one dares to speak to you. When your instructions came to issue minutes as it is where it basis so that the formality of minutes is completed and when any work is completed under tremendous fear obviously mistake are there and same are seen here. We are sorry to say that when we inquired about not sharing of minutes, **it was informed to us that your good self has put restriction not to share it with us** as we will force to add some more points on our part which were not discussed in the meeting. Now we are unable to understand where it was your fear for six months or it is deliberate, careless and casual approach of the officers who have prepared minutes or it is their malafide intention of these officers to deviate issues from factual discussions and hence they have silently published on intranet and now for all such queries pointed out by us fingers are pointed at you to hide their mistakes and malafide intention.

Hope your good self will share with us, the real reasons for issuing minutes of formal meeting without sharing its draft with us and by giving information which was not discussed in the meeting and by hiding the information which was shared and discussed in the meeting. We will be highly obliged if we will be informed whose say is correct and whose is giving us wrong information on the all these actions of management as in whole in matter of issuing minutes of the formal meeting and also on elaborate us about the justification of period of six months taken for issuing minutes which are away from the facts discussed in the meeting at least on certain important agenda points.

We have consolidated the list of the mistakes and deviation from the minutes due to casual, careless and negligent approach by all the responsible officers may be under your so called fear in issuing three page minutes of the formal meeting with recognised Association, SNEA. By just look at the minutes and period of six months taken one will definitely agree that it is not “piece of feather” in the crown of Circle Head and his management of the biggest Circle of the BSNL.

**On prima-facie one can understand and we strongly believe that neither you nor Shri. Aman Jaiswal GM HR Admn Mumbai have gone through these minutes otherwise there was no chance of such blind mistakes in such official meeting discussed at highest platform** as we have seen you wasting thousands of papers on corrections of different letters, minutes and drafts and same is case with Shri. Jaiswal GM HR Admn Mumbai who is checking every data from his computers at least ten times before any action is taken and such mistakes will not be easily neglected by keen person like him.

If your good self practically goes through the minutes then you will definitely find that period of six months taken for preparation of the minutes is justified for creating such mistakes in the minutes already noted by Com. Makhija PA to DGM HR Mumbai who was special invitee to record the minutes of this meeting.

Now it is up to you where to issue the corrigendum of corrections to these minutes as decided by Shri. Aman Jaiswal GM HR Admn Mumbai to safe guard the mistakes of the staff and officers who have prepared nonfactual minutes with mistakes or to issue fresh, corrected and updated minutes showing actual facts. We have no issue if you also continue to support Shri. Aman Jaiswal GM HR Admn in hiding deliberate and grave mistakes of the officers who have prepared minutes with some malafide intention to lower the importance of discussions and issues discussed thereof.

We strongly believe that just issuing minutes is not the only responsibility of the management, but issuing correct and factual minutes is the real responsibility of the management and hence there is need of fixing responsibility on the officers who are playing with sentiments of more than 3000 members of SNEA working in Maharashtra Circle.

The details of deliberate mistakes and deviations from the discussions which we have noticed are as follows.

#### **I. Deliberate Mistakes:**

1. **Subject/Heading of letter:** In the notice of the formal meeting issued by DGM Admn Mumbai the subject is written as Formal meeting with **representatives** of Recognised Association of BSNL, and in the minutes it is written as Minutes of the meeting held with SNEA **members** on 19/01/2018. Here either DGM HR or DGM Admn can be correct, both with exact opposite views cannot be correct. When notice was issued for meeting of Representatives of SNEA, the recognised Association, here DGM HR Mumbai in total careless and causal approach writes as “**Minutes of the meeting held with SNEA members**” and for that he takes six months period that to be when MH Circle is ruled by so called most vigilant officer as Circle Head. Should we mean that you are not such strict officer as being projected or DGM HR is not having any fear of you and you're so called strict actions? You may remember that we have requested in writing to allow our all 15 COBs for this formal meeting (Copy of letter attached) but your office has taken stand as per the clause of REA rules and only five COBs were allowed and we also have followed the REA rules. Here DGM HR Mumbai needs to check with his fellow officer DGM Admn Mumbai that he

has never allowed any member of SNEA for this formal meeting rather it was restricted only for five Circle Office Bearers and no members was allowed, then under what circumstances DGM HR writes meeting with members and GM HR/Admn advocates for its correctness needs to be ascertained. After seeing minutes many of the SNEA members have called us and asked when meeting was for members, why they were not taken for meeting. Hope seriousness of heading of letter is aware to all the responsible officer and wrong Heading of letter itself will be corrected.

2. **Mistake in first line itself:** In first line itself it is written as Recognised Association of SNEA it should Recognised Association, SNEA. Hope there is no need on part of SNEA to explain the difference in meaning with change of sequence of the words or addition of 'of' at wrong place.
3. **Wrong designation of Chairman of the meeting:** Your designation is CGMT MH Circle and it is written in short CGM but here if you do not have objection, we also do not have any objection on your wrong designation.
4. **Wrong mention as Staff Side:** In the heading of both sides present in meeting it is written as Staff side when fact is that SNEA do not represent Staff side and we represent Officers/Executives Side and hence it should be Executive/Officers Side or SNEA Representatives or Representatives of SNEA, the recognised Association of BSNL. Further in conclusion of the minutes of the meeting also it is wrongly mentioned as Staff side.
5. **Wrong designation of Shri. Kumar Manoj CE Civil Mumbai:** The designation of Shri. Kumar Manoj is written as PrCE Civil while he is working as CE Civil Mumbai or may be Sr CE Civil Mumbai and we have not seen his promotion order as PrCE Civil but these official minutes promotes him as PrCE Civil.
6. **Wrong name of Shri Soni CEE Mumbai:** Name of CEE Mumbai is **Shri. Rajeev** Soni and in minutes it is written as **Shri. H. B.** Soni. You may remember that meeting was not attended by any person with name Shri. H. B. Son but it was attended by Shri. Rajeev Soni CEE Mumbai.
7. **Name of association 'SNEA; not written in designation of Representatives of SNEA:** When we were called for meeting as representatives of SNEA, the only recognised association, no mention has been made in designation of any of the five Office Bearers of SNEA and we find this as deliberate attempt the posts are written without name of association. Post without name of association has no meaning as there are many office bearers with such post and they belong to different

unions/associations. This mistake would have been ignored by us if at heading itself it was written as SNEA Representatives, but there also name of SNEA is missing.

8. **Incomplete name and post of Com Abhay Kesarkar:** The name of Com Abhay Kesarkar is written as just “Kesarkar” when his correct name is Abhay Kesarkar. Further his post also is mentioned incomplete only as Joint Secretary. In SNEA itself we have seven Joint Secretaries and they are known by their areas/zones viz HQ, NRU, Kokan, South, North, Marathwada and Vidarbha and it is difficult to recognise if designation is not mentioned correctly. Correct designation or post hold by Com. Abhay Kesarkar is Joint Secretary NRU SNEA MH and same needs corrections in minutes.
9. **Wrong name & Designation of Com. M.N. Kotambe ACS W SNEA MH:** Name and designation of Com. M N **Kotambe** is written totally wrong as “**Kamble**” and his post also is mentioned incomplete as ACS which needs correction as Com. M.N. Kotambe, Astt Circle Secretary (or ACS) West SNEA MH. At the conclusion of the minutes also his name is written wrongly as Shr. M N **Kamble** instead of Shri. M. N. **Kotambe**
10. **Incomplete name and post of Com Ankit Gangar Joint Secretary HQ SNEA MH:** The name of Com Ankit Gangar is written as just “**Ankit G**” when his correct name is “**Ankit Gangar**”. Further his post also is mentioned incomplete only as Jt Secretary. Correct designation or post hold by Com. Ankit Gangar is Joint Secretary HQ SNEA MH and same needs corrections in minutes.
11. **Using Separate file for dealing issues with or raised by recognised Association:** It was agenda point that while dealing with correspondence with recognised association SNEA, separate file should be used and same has been principally agreed by GM HR Admn Mumbai in pre formal meeting held with him and same has been agreed in the informal meeting with you as per point agenda point no. 69 of this formal meeting and noted in these minutes of the meetings. **But till the minutes are issued in combined file of name Union.BSNLEA/AIBDPA/SNEA. Does it mean that agreement of GM HR/Admn has no meaning in eyes of DGM HR Mumbai and or he deliberately neglects the discussions and continues with the deliberate attempts of casual approach?**
12. Unfortunately we find that discussions and decisions in formal meeting has no meaning and your good self allows it and GM HR Admn Mumbai



advocated for such mistakes to get it corrected with corrigendum. If it is so then let GM HR Admn Mumbai issue corrigendum in file and letter number also just to safeguard casual approach towards the important item of minutes of formal meeting. SNEA MH has raised concern with full justification that recognised association is raising many issues as we represent majority executives and hence correspondence with recognised association is/will be more. If SNEA issues are mixed with all other unions and associations, then it becomes difficult as issues are mixed and file when under process delays the works and it was agreed by GM HR/Admn Mumbai in presence of DGM HR Mumbai, noted in minutes, but not given consideration by DGM HR Mumbai while acting on it.

13. **Delay in issuing minutes:** When formal Meeting are permitted on quarterly basis as per REA rules and your office was so adamant on allowing only five Office Bearers in Formal meeting as per REA rules, why time of six months has been taken in issuing minutes of formal meeting needs to be investigated and responsibility needs to be fixed with concerned officers/official or officer concerned should apologise for such over delay if they do not have proper justification for six months' time taken to correct and issues minutes of formal meeting which are just 12 pages and 50% data we have supplied in soft copy. That means practically it took six months to prepare six pages on part of management side. Please elaborate us reasons for such unjustified delay and let our members also underrated the efficient working of your office as there is much unrest among the officers due to issuance of such wrong minutes of formal meeting with full of mistakes.
14. **Wrong clubbing of the agenda points:** Though we have discussed some of the agenda points with same reference, many of the wrong and irrelevant agenda points are clubbed while issuing minutes. e.g. In LA arrangements the agenda point of tenure transfer is mixed which do not have direct relevance and intelligently the reply to the point is missed as if this issue is not raised by SNEA.
15. **At point no 56,** in reply it is wrongly mentioned as Union instead of "Association"
16. **Incomplete Minutes:** Though the time of six months is taken for typing six pages, nothing has been done on issuing agenda pointed discussed by Shri. Kumar Manoj CE Civil Mumbai and Shr. Vivek Mahavar GM Fin Mumbai and as such these minutes are incomplete and do not solve the

purpose of formal meeting with CGMT MH. Hope comprehensive minutes will be issued including the agenda points of Civil/Electrical and Accounting HR agenda points.

17. **Addition of information not discussed and deletion of information actually discussed in the meeting:** With deep sorrow we will like to put on records that in minutes of the meeting some the points added are not at all discussed in the formal meeting and some of the points/issues discussed to depth are not added in the minutes and if added at earlier stage are deleted while issuing final minutes of the meeting. As such there is no proper match in issues discussed when minutes are always issued for awareness of executives in BSNL.
18. **Not maintain informality in updating latest information or update on the any of the issue:** We have seen that when some moment has been taken on certain issues discussed , same is added in the minutes even though it is not part of discussions which took place before six months i.e. on 19/01/2018 as current status , but on many of the issues nothing has been mentioned on current status on many of the issues wherein time bound directions are issued by CGMT MH and results were expected during last six months. If it was good intention of the management to add update status of issues discussed in formal meeting, then it should have been applied equally for all agenda points including pendency of works if any but same is not followed uniformly. Either these lines should be removed or relevant updation should be done on all other agenda points.
19. **Non-inclusion of the development agenda points submitted by SNEA MH:** Apart from this HR issues, SNEA MH has submitted separate agenda points on development and it contains about 15 pages and 11 agenda points. Your good self has gone through the important points of agenda and has marked this letter to all Unit/Vertical Heads in Circle office Mumbai and copy was handed over to GM HR/Admn Mumbai for collecting update information on these development agenda from vertical heads. It was also assured that after getting feedback from vertical heads, again meeting will be called to discuss specially this development agenda. But over the period of six months neither any proper action has been taken except endorsement of letter to vertical heads nor has it been given space in minutes of formal meeting and it gives message that we have discussed only HR issues and we are not at all concerned with Development issues and problems faced by officers in field units. Actually resolution of these development issues is

most important for growth of BSNL but unfortunately it is totally neglected by these officers, defeating very purpose of formal meeting and discussions thereof.

## **II. Deliberate Mistakes and attempts to hide the facts giving wrong message to the executives in BSNL MH Circle:**

### **A. Point 1 to 5: LA arrangements:** Discussed separately but clubbed in minutes.

1. Permanent and timely procedure for issuing DGM LA orders before completion of on-going/current spell to fill up all the sanctioned/justified vacancies.
2. of on-going/current spell to fill up all the sanctioned/justified vacancies Permanent and timely procedure for issuing DE LA orders before completion.
3. Permanent and timely procedure for issuing SDE LA orders before completion of on-going/current spell to fill up all the sanctioned/justified vacancies.
4. Stopping Looking After Arrangements if it is not possible to respect seniority and dignity of officers by filling all vacant post.
5. Tenure transfers of executives who have completed tenure by QE Dec 2017.

### **Details of deviation in minutes from the discussions held:**

- First line of Agenda point 2 is deleted from the minutes or sequence of sentences is changed giving wrong impression of agenda point.
- Point 1 to 4 above were discussed together as it is part of LA arrangements and point 24 was not clubbed in this LA discussions and till clubbed and added in minutes at reply to LA arrangements.
- We have pointed out about wastage of time and manpower in calling the willingness and issuing posting without giving any consideration to the willingness submitted by the officers.
- It was directed by CGMT MH to issue order for period of 179 days instead of 90 days and to the extent to fill up justified vacancies in all SSAs without any change in SSA /Station of the officers before closure of financial year.
- We also have pointed out to stop the LA arrangements if it is not possible to follow the seniority list and stop humiliation of officers in LA arrangements on pick and choose basis and it was replied that henceforth all LA arrangements will be issued as per LA guidelines without any pick and choose violation.

- Further it was directed by CGMT MH to GM HR/Admn Mumbai that if DGM LA Orders are issued wrongly by violating seniority then same will be immediately withdrawn but same has been neither mentioned in minutes nor was action taken as per assurance of CGMT for reversion of Com Sayyed.
- Hope there has some meaning for the word of CGMT MH in formal meeting and same needs to be included in the minutes and action needs to be taken on it. But we feel this point has been deliberately missed by concerned officers as they will have comply with word of CGMT which has not been done till today and best way is to delete such points from the minutes of meeting and get escape and same has been opted by concerned officers.
- When above discussions is deleted the additional lines i.e. DGM LA & SDE LA Orders are issued for the first half of the financial year 2018-19 .e up to 2018 are added in minutes which were not part of discussions. The action taken in month of April 2018 cannot be part of discussions held on 19/01/2018 and hence highly objectionable.
- Further no SDE LA order has been issued in April 2018 but till it is replied that SDE LA Orders are issued. If any order for SDE LA is issued for first spell of financial year 2018-19, same may be please produced for our knowledge and information, but wrong information should not be added in the official minutes of formal meeting with recognised association.
- Though point 24 has been wrongly clubbed here without any relevance, nothing has been done in replying adding response to this point. After discussions it was directed by CGMT MH that henceforth all request transfer will be given consideration as per the transfer policy issued by BSNL CO and has in turn directed GM HR/Admn Mumbai for issuing all pending request transfers in Month of March 2018. But this is deliberately not added in the minutes.

**B. Point 6 to 7: Tenure transfers:**

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

8. Review on frequent need/use of tool of relieving officers from ERP and action against SSA Heads/ officers who are relieving officers on pick and choose basis.
9. Consideration of Request transfers from Non-Tenure Stations well in time and preferably in Jan 2018 with target date of its final implementations in first week of April 2018.

**Details of deviation in minutes from the discussions held:**

- On Point no 6 it was informed that orders for tenure transfers for QE Dec 2017 are under process and will be issued within day or two. But it is wrongly mentioned in reply that all tenure transfer orders are issued. The facts can be confirmed from date of the orders for QE Dec 17 and date of the formal meeting.
- Further Para added in this reply has no meaning as it has no relevance with the agenda discussed and assurances given by the management and this Para is action happened in April 2018 and cannot be part of the minutes of the meeting held in Jan 2018 i.e. before four months of actual action.
- On point no. 7 above, SNEA informed issues due to undue delay in relieving of officers from non-tenure stations and difficulties faced by the executives held up in the tenure station even after completion of tenure and issuing of transfer orders and stressed for permanent arrangement for relieving of officers on completion of their tenure and all officers should be relieved at least within two months of their order even in case that substitute has not joined at tenure station.
- In its response it was replied that henceforth the transfer order will be issued in advance and care will be taken that reliever will join in advance before completion of tenure and in transfer order itself the date of ERP relieving of officer from non-tenure station will be mentioned in case officer is not relieved from non-tenure station. It was further informed that even though substitute's joins the officer from tenure station will be relieved only after completion of his/her tenure at tenure station and not before that.
- Under point no. 8, SNEA pointed out that in many cases the officers are relieved by SSA Heads on pick and choose basis and some officers are relieved immediate on issue of the transfer orders and some officers even within same order are not relieved for months together. Also some of SSA Heads are relieving officers on pick and choose basis. Some of SSA Heads have made up mind that they will not relieve till the officer is not relieved through ERP by Circle Office. Further some of SSA Heads even do not bother

for ERP relieving and allow some specific officers to work in the SSA. This affect in overall implementation of orders and many of executives have to suffer for no mistake on their part. It was demanded that SSA Heads should respect the transfer orders as per time given in the transfer order and there should not be need of ERP reliving as being done in each and every case of transfer order. **ERP reliving tool should be used rarely and in all such cases wherein ERP reliving needs to be implemented then some action needs to be taken against SSA Heads or controlling officers for not respecting transfer orders and illegally withholding some officers illegally.**

- In response CGMT MH has informed that any order issued by Circle office needs to be respected by all and grievances if any should be represented within weeks' time and such request will be decided by Circle office within weeks' time as such all orders needs to be implemented on date given in the transfer order for relieving of officers. If not action will be taken against officers, but as ERP reliving is used by BSNL CO, same will be utilised in MH Circle also.
- Point 9 was discussed separately as tenure transfers as well as Non-tenure transfers are two different issues. SNEA has requested for consideration of Request transfers from Non-Tenure Stations well in time and preferably in Jan 2018 with target date of its final implementations in first week of April 2018.
- In response it was replied that action will be initiated in month of Feb 18 and transfer orders will be issued by end of March 2018.
- If one goes through the above discussions and single line reply clubbing different points, it gives picture to all concerned that SNEA was pleading for ERP relieving and fact is that we were requesting for ERP relieving of officers from Tenure stations and we have objected for pick and choose relieving of the officers by certain SSA Heads. Rather we have requested not to use ERP relieving and reliving should be done by SSA Heads as well as controlling officers with equal treatment to all the present practice of SSA Heads n reliving on pick and choose practice should be stopped.
- It is also important that this reply do not cover single word about the request transfers from tenure stations which was rightly assured and implemented over the period. Hence single line reply to all these points is creating confusion on discussions and results thereof and needs corrections.

### **C. Point 10 to 11: Tenure transfers:**

10. Consideration of Request transfers from Non-Tenure Stations well in time and preferably in Jan 2018 with target date of its final implementations in first week of April 2018.
11. Time bound action and guidelines for reliving of JTOs transferred under Rule 8 request.

#### **Details of deviation in minutes from the discussions held:**

- Reply given in minutes is deviating from the following facts discussed in the meeting.
- SNEA conveyed thanks for consideration given to all rule 8 transfers and requested to consider pending rule 8 transfers of JTOs because as on today only seven requests are pending which can be adjusted against incoming JTOs from JE to JTO LICE and outsider JTOs.
- It was informed that till now Management has considered all the rule 8 transfers liberally and there is shortage of experienced manpower and till efforts are being made to fill up vacancies created due to such mass Rule 8 transfers and it is not possible to consider further requests. It was also informed that direct JTOs are leaving BSNL even after completion of field training and till there is shortage of JTOs.
- SNEA pleaded that as pending cases are just seven only, and many of the requests are of the JTOs who are seniors but their applications were held up at some SSA /controlling officers and are now in need of transfer to their home Circle at the earliest.
- It was responded that such pending request will be decided one by one and case by case depending on joining and availability of substitute JTO but association should not press for it in view of present shortage of JTOs in Maharashtra Circle.

### **D. Point 12 to 14: Transfers to Non-Recruiting units:**

12. Consideration of request transfers for Non-Recruiting Units in uniform policy manner and its frequency may be fixed at least six monthly.
13. Consideration of Request Transfers of JTOs from MH Circle to Non-Recruiting Units in territory of Maharashtra Circle and vice versa.

#### **Details of deviation in minutes from the discussions held:**

- Point 12 & 13 are different issues and cannot be clubbed. Rather point 13 & 14 (below) can be clubbed and replied but clubbing is done randomly.
- SNEA informed that many of the officers have requested for transfers to Non-Recruiting units like WTR, WTP, BBNW, ITPC, NCNGN ,Circles etc but all such request are pending in Circle Office Mumbai and some of officers are posted to these units on pick and choose basis from the officially registered waiting list. There is need of policy for considering request transfers to Non-Recruiting units and requested for immediate action to stop all such pick & choose transfers. It was added that there is fear in minds of the executives who have requested for non-tenure Circles that when new JTOs are directly posted to Non-Recruiting units all the vacancies will be filled up and their request may not be considered at later stage. SNEA also requested to consider all such request transfers to Non-Recruiting units at least twice in a year.
- It was informed by management that request transfers to Non-recruiting units were not given consideration due to shortage of officers in Maharashtra Circle itself. But to meet some urgent requirement of JTOs/SDEs in WTR some JTOs were transferred on case by case and it may be pick and choose basis. But now the situation of executives in Maharashtra Circle on joining of new JTOs is being improved and hence the request transfers to Non-Recruiting units also will be given consideration along with other request transfers. Also there are sufficient vacancies in Non-Recruiting units and there should not be any fear in the minds of executives about non-consideration of the transfers.
- SNEA added that in case of vacancies are full in any of Non-Recruiting Unit, and then the request may be given consideration by shifting longest stayed officer from concerned Non Recruiting unit on point to point basis and we have never demanded for long stay transfers among non-recruiting units as written in these minutes and transfers should be limited only for consideration of request transfers.
- It was informed by management that by look at present vacancies at Non recruiting units and pending request thereof, there is no chance of such situation and if it arises decision will be taken accordingly in consultation with concerned Non Recruiting units and all such requests transfers will be considered once in year.



- But in minutes it has been pointed out that SNEA demanded for transfers from and to Non-recruiting units on long stay basis which is far away from above facts discussed in the meeting.

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

In reply it has been mentioned that in case of disagreement matter will be escalated to BSNL CO but nothing has been mentioned about reasons of escalations of issues even though this point was discussed for half an hour and thus minutes issued are confusing.

- SNEA has pointed out facts that many of the SDEs have requested for transfer to Non-Recruiting units like WTR, WTP, BBNW, QA etc and all such applications are kept on hold and some orders are issued on pick and choose basis even though Maharashtra Circle is not empowered to issue such orders except in JTO cadre. SNEA also pointed that even after 4-5 months of such orders no covering orders are issued by BSNL CO and MH Circle does not bother to regularize the orders by covering formal orders by BSNL CO.
- SNEA also pointed out that these transfers are issued on pick and choose basis and no criteria was followed in issuing such orders. Keeping on hold the request transfers without assigning any reason is injustice to comrades who are waiting for their request transfers and needs immediate corrective action.
- Association requested for sending all long pending requests for NRU from SDE/DE/DGMs from MH circle to corporate office.
- And no single word has been written on say of SNEA and decision is shown as escalation of issue to BSNL CO.

Sir, here your good self may remember the discussion on this issue about authority of CGMT MH Circle on issuing transfers of SDEs above cadre to Non-Recruiting units and SNEA has objected for issuing transfers of SDEs on pick and choose basis as done in Maharashtra Circle even though transfer policy does not give authority to CGMT MH to issue such orders and your good self has taken stand that let it be anything in transfer policy, transfer orders of SDE from MH Circle will be issued by Maharashtra Circle. On disagreement, your good self has directed to escalate matter to BSNL CO and we have objected for it as there are clear guidelines in transfer policy that JTOs can be transferred from MH Circle to other NRUs and for SDEs and above CGMT MH is not competent authority to issue transfer orders. Finally it was decided to get

clarification from BSNL Corporate Office and it was assured that meantime all pending request transfers of SDEs and above for all Non-Recruiting units which were kept on hold will be forwarded to BSNL CO ND with recommendations as the case may i.e. with substitute or without substitute and reminder letter will be issued to BSNL Corporate office for covering orders for the officers already transferred to Non-Recruiting units directly by MH Circle without any orders from BSNL Corporate office. Further it was decided that direct orders by Maharashtra Circle to Non-Recruiting units for SDE and above cadres will not be done except in cases of urgent nature requirements which also will be covered with covering orders from BSNL CO. It was also decided that final decision on consideration of transfers and on authority of issuing transfer orders of SDE and above cadres by CGMT MH Circle will be taken after receipt of clarification from BSNL Corporate office.

It is crystal clear that what has been discussed in the meeting and projected in the minutes issued by administrations gives different meanings and hence there is need of corrections and give clear picture in the minutes.

#### **E. Agenda Point 23:**

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

- SNEA intimated that there are some instances where some executives have been transferred to Circle tenure stations by circle office and subsequently within 2-3 months such transfer in the interest of service, these executives are giving representation for out of circle transfer including All India Hard Tenure stations. Under such circumstances this officer gets dual transfer grant and also next officer's needs to be transferred as his substitute at tenure SSA in MH Circle. This is not done by all but some intelligent officers are making plans for taking double transfer grant as Staff section do not take care. Also request of some of officers are kept on hold stating that he has not completed two years tenure while some of officers manages transfers from BSNL CO even without recommendations of Maharashtra Circle and it becomes purely pick and choose transfer. Also it cost three transfer grants to BSNL to just fill one vacant post. SNEA requested that MH Circle should take proper care and forward all such request even before completion of Circle tenure to corporate office with undertaking from concerned officer that if transfer is affected within 2 years of his earlier transfer, he/she should forgo

his transfer grant or to refund transfer grant taken for transfer within Maharashtra Circle. Otherwise no one should be relieved even after transfer from BSNL CO officer who has not completed two years post tenure and **everybody needs to be treated equally and uniformly.**

**F. Agenda Point 15 to 21 and 23 to 71:**

Though we have much more discussions on all these points, we agree with summarised conclusion noted in the minutes on these points and no need to add anything as there is no misconception of our stand and stand of management.

Sir, after going through the facts , your good self will agree that there is need of issuing revised and corrected minutes and corrigendum as suggested by GM HR/Admn Mumbai will not meet the real purpose of the issuing minutes of meeting with these many corrections.

We again put on record that we are ready for any further discussions on the finalisation of minutes even after giving all such details and we will not have any issue to have fresh discussions on these issues to confirm stand of both the sides but we request your good self to see that correct minutes are issued and hopefully without any further delay so that we can submit agenda for next formal meeting which is overdue.

We once again request your good self to look into matter and see that correct and factual minutes are issued by incorporating above corrections.

With Regards,

Encl: AA

M. S. Adasul  
Circle Secretary,  
SNEA Maharashtra.

Copy to Shri. Aman Jaiswal GM HR/Admn Mumbai for kind information and n/a please.