

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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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/2017-2018/37**

**Dated 30<sup>th</sup> July 2018.**

**Sub: Request for intervention in on-going conflict between office of the GM HR/Admn Mumbai and office of GM Vigilance Mumbai to stop undue delay in issuing posting orders within Maharashtra Circle.**

**Respected Sir,**

We will like to draw your kind attention towards the on gong dispute between office of GM HR/Admn Mumbai and office of GM Vigilance Mumbai in granting status of VC and its interpretation which is causing undue delay in issuing /endorsing the posting order by Maharashtra Circle as per different promotions issued by BSNL Corporate Office.

Sir, your good self may have seen that different promotion orders are being issued by BSNL CO and we must appreciate the sincere efforts taken by all the officers in HR section for consolidating Data/APRs/VCs by Estt Section and for issuing/endorsing early orders for posting within Maharashtra Circle by staff section. We also appreciate efforts taken by all officers in Vigilance section by giving timely VCs for getting promotion orders issued and we do not have any issue on separate working and efficiency of both the sections.

But when it is matter of interrelated works of issuing/endorsing posting orders within Maharashtra Circle and grant of status of VCs, then there is issue due to misinterpretation of the Promotions orders by both the sections and mainly Shri. J. B. Chavan, GM Vigilance Mumbai and Shri. Aman Jaiswal GM HR/Admn Mumbai are not able to settle the issue and matter is being shunted among both the offices and it is going on since last one month.

Now, issue is that in all promotion orders under clause 2, it has been added by BSNL CO that executive should not be promoted in case Disciplinary/Vigilance

case is pending and VC is withheld as per letter dated 14/09/1992 and if executive is under currency of any penalty. With these guidelines, GM HR/Admn Mumbai and his team has taken stand that till the Vigilance Clearance is not given by Vigilance Cell Mumbai till time posting orders will not be issued by Staff Section.

In earlier cases of JTO to SDE LDCE/SCF & SDE to DE promotions wherein Vigilance Cell BSNL CO New Delhi has already called VCs before issuing the promotion orders, then in that cases vigilance section has taken stand that there is no need of fresh VCs again but on pressing hard by staff section as VCs was checked earlier, same has been conveyed to Estt section. Then it was insisted by certain officers in Staff Section which was also endorsed by GM HR/Admn Mumbai that VCs should be in prescribed format and it needs to be clearly mentioned "VC is "clear" or "withheld". But Vigilance section insisted that whatever they have conveyed is OK and no need of special VC in format. But due to continuous persuasion of the issue at both the sections by SNEA MH, finally posting orders within Maharashtra Circle was issued with some delay of days.

However, in the recent promotion orders for the SDE to DEs some names of SDEs in list no 8 were added in last moment by Pers Cell and in such cases Vigilance Cell BSNL CO has given VCs to Personal Cell and no VCs were called from Vigilance Cell Mumbai. Hence there was no data of VCs readily available in Vigilance Cell of Maharashtra Circle and there is reluctance on part of vigilance section to handover VC Status and anyhow when they are conveying it staff section is pressing hard for it in format. Since then matter is stretched between Vigilance Cell and HR Cell and sufferers are the officers who are waiting for posting and hence needs your kind attention and intervention to resolve the conflict.

Earlier in some of promotion orders matter was settled after table to table persuasion and anyhow both the sections come to certain conclusion and orders were issued at least after few days. But in recent order for left out DE promotions where in 11 SDEs from Maharashtra Circle are promoted as DE/AGM. On this the Estt Section Mumbai has called for VCs from Vigilance section on second day and Vigilance section has conveyed VCs after five days after issuing reminder letter by AGM Estt Mumbai. Then Estt Cell has not conveyed VCs to Staff Section which is routine process and as per directions of Shri. B A Patil DGM HR Mumbai the file has been processed that VCs are not in format and GM HR/Admn Mumbai who now days fully endorses whatever stand taken by Shri. B.A. Patil DGM HR Mumbai has marked file to GM Vigilance Mumbai. The said file has been returned by Vigilance Cell and it is being informed that matter has been verbally discussed

with Shri. B A Patil DGM HR Mumbai and he is directed to take necessary action to issue orders without waiting for fresh VC in format as asked by Staff section.

But since last ten days matter is not decided due to conflict among both HR & Vig sections and now decision is pending at the level of GM HR/Admn Mumbai and GM Vigilance Mumbai and hence your kind intervention is required at this stage as dispute between GM HR/Admn and GM Vigilance is not being settled and order of these 11 officers is not being issued for last ten days. All these officers were due for promotion on 29/06/2018 , but their names were missed for one and other reason and now when order has been issued by BSNL CO, these officers are kept under mental agony due to conflict between GM Vig Mumbai and GM HR/Admn Mumbai and the below level officers in both the sections.

Some more promotions are expected in days to come and if this dispute/conflict is not be settled without further delay there are chances that the order of these 11 officers will indefinitely delayed and all the promotion expected in days to come will be delayed in this manner and hence your intervention is solicited at this stage to settle matter once for all.

It is unfortunate that such conflict is observed only in Maharashtra Circle and in all other Circles this is routine matter being settled with mutual understanding of the officers concerned and at the level of AGMs. But in Maharashtra Circle some intelligent officers are posted and they are always eager to prove their intelligence by creating such hurdles and delaying activities for no reason and as if there is no one to question their activities. If someone like us questions, then show fingers at you as you are being strict, hence under your fear they are taking such extra care just to trouble executives. We strongly believe that your name is being misused by these extra intelligent officers rather your name is being spoiled by such clever ideas of delaying works. We have seen that all such files are cleared by your good self within minutes/hours and these officers are taking weeks together by using such unwanted intelligence.

Even it can be seen that BSNL CO also has cancelled some wrong promotions issued under SDE to DE case wherein some of expired officers were promoted due to lack of update records and already GM HR Admn Mumbai has conveyed us during discussions on wrong minutes of the meeting that mistakes are always in any Govt Works and same can be corrected and hopefully this formula is applicable here also, but not being applied by HR section.

We will like to bring to your kind notice that on next day of BSNL Corporate Office, the draft and matter of posting order within MH Circle is ready by staff

section and we really appreciate the working of the officers. But all such speedy works are spoiled when Shri. B. A. Patil, DGM HR Mumbai has twisted matter and GM HR Admn Mumbai has supported his initiatives for re-calling VCs in Format and in words as desired by him and matter is shunting between Vigilance section and Staff section for last ten days.

It was and is quiet possible on part of staff section as being done by BSNL CO that by adding same conditions as put by BSNL CO, the orders would have been issued and SSAs would have been directed to confirm actual status of VCs/DCs and currency of any disciplinary order against promoted officer as SSAs are having right data. It is fact that even though officers in staff section are taking extra ordinary care, we have seen some mistake which needs corrections on part of the staff section and hence delaying promotion orders just want of VCs in format is nothing but deliberate attempt to delay the works and keep the concerned officers under tension telling that order is pending for VC which creates fear in mind of concerned executive, where any such case is pending against him/her as nothing is made clears for days together.

We have confirmed from DPC/Pers Cell BSNL CO and it has been informed that there is need to confirm fact that No Vigilance /Disciplinary Case or there is no currency of any penalty against promoted officer by Vigilance cell and it can be confirmed by Estt/Staff Section or by SSAs and only concern behind putting this clause is that in no case the officer with pending DC/VC or under currency of penalty is promoted against BSNL rules and this clause is just precautionary measure. The Staff section has to take it as just precautionary major and treat it in such terms and not to use it just as tool for delaying posting orders on such long awaited promotions.

If VCs are to be checked as desired by DGM HR Mumbai as precautionary major then same can be checked by staff section itself. This work can be entrusted to AD HRD in Estt section for checking it by online method in ERP as VCs are available and visible to AD HRD/AGM Estt Mumbai and he is the responsible officer to update all points of VCs except status of VC in ERP. On basis of these entries by Estt Cell the VC status is confirmed by Vigilance Cell. The VCs is visible to Officers in Staff section for all point of prescribed format of VC and there is no need of waiting for VCs from Vigilance Cell Mumbai as majority of the points in VC format rather all points except VC status is responsibility of Estt/Staff Section. Only one point of VC status is related to Vigilance section and confirmation of data related to all other points is responsibility of Estt Section /SSAs and nothing has

to be one by Vigilance section Mumbai and hence it has been clarified in writing by officers in Vigilance section that there is no need of fresh VC on such regular promotion.

It is also seen that officers in Vigilance section also deliberately not giving VCs for months together without assigning any justified reasons and in some cases of Account wing the VCs were not only kept on hold for weeks/months together, but it was clearly indicated that till the concerned officer stops looking deep into personal claims of certain officers in Vigilance section, then VCs will not be granted and this blackmailing which we have witnessed in earlier days needs to be stopped permanently. The VCs whatever may be case should be cleared within period of three days as prescribed in the guidance issued by CVO BSNL Corporate Office, New Delhi and there is need of check and review of the pending VCs in Vigilance section also and no section including Vigilance section should be given free hand to trouble executives by delaying VCs and status as the case may be "VC Clear" or "VC withheld" same needs to be conveyed within three days of such letter to Vigilance of such request from concerned sections.

There are clear guidelines for online VCs at all levels and for all promotions and your good self has confirmed it in formal Meeting with SNEA as well as in last Management Meeting held at Mumbai and directed to stop the method of hard copy VCs and to go for online VCs. This online method has been duly understood and accepted by all SSAs, SSA/BA Heads, but unfortunately it is seen that the Staff Section under your direct control and in your office itself do not bother about your such instructions and issues are delayed just for want of VCs. This happens when VC status has been already confirmed by DPC and VC status is rightly visible for officers in staff section and same is being again asked from Vigilance section Mumbai and the officers in Vigilance section have conveyed their reluctance in sending VCs and here the executives are sufferers due to such undue time taken in conflict among the office of GM HR/Admn Mumbai and GM Vigilance Mumbai.

In view of above we find following remedy to resolve this conflict among the officers of HR Section and Vigilance section of Circle office Mumbai and make it regular process for issuing any posting order on any promotions in Maharashtra Circle.

- A. We should believe on written statement of officers in Vigilance section that there is no need of Fresh VC on regular promotions again in Maharashtra Circle, once the VC has been granted by Vigilance Cell BSNL CO for holding regular DPC and Staff section should issue posting orders treating these

instructions as permanent instructions and no need to call VC every time as being done now.

**OR**

- B. If VCs are to be checked every time as desired by DGM HR Mumbai as precautionary major then same may be checked by staff section itself and promotion orders may be issued with confirmation of VC status by AD HRD Mumbai through ERP online method. This work can be entrusted to AGM Estt Mumbai or even to DGM HR Mumbai if DGM HR Mumbai does not believe on AD HRD /AGM Estt Mumbai, and the posting orders may be issued by marking its copy to AGM Vigilance Mumbai which is always being marked eve after getting VCs.
- C. The officers in Vigilance section will in turn check VCs and inform the name if any for which the promotion is being given by staff section even if his/her VC is withheld or penalty is pending against him/her and Staff section will take corrective action on it. This will solve the concern expressed by BSNL CO in Promotion orders as well as by certain officers in Staff section Mumbai.

**OR**

- D. If we have to believe the interpretation by certain officers of staff section that VCs are mandatory for regular promotion and HR section is to be treated above the Vigilance section for grant of VCs, then such clear directions may be given by your good self to Vigilance section to give VCs in prescribed format and time limit fixed for such VCs is just three days as per the guidelines by BSNL CO starting from calling VCs and giving VCs and same should be adhered.
- E. Further, it may also be seen that in no case VCs should be delayed beyond three days by Vigilance section and if delayed Staff/Estt Section should take it as VCs granted in all such cases delayed beyond three days and orders should be issued accordingly without waiting for VCs from Vigilance section and copy of order should be marked to GM Vigilance Mumbai quoting facts that VC is abnormally delayed on part of vigilance section.
- F. **Further as permanent solution for timely VCs for all TBP, Adhoc or Regular promotions**, please issue binding directions to Officers in Vigilance section for giving VCs asked by Estt/FC/Elect/Civil Section for DPCs for TBP or Regular promotion, whatever may be the case, VCs whatever may be VC status **“Cleared”** or **“Withheld”**, same should be conveyed to concerned

section within period of three days as prescribed in the guidelines issued by CVO BSNL Corporate Office, New Delhi.

We are hopeful that at least with your intervention the conflict among office of GM HR/Admn Mumbai and GM Vigilance Mumbai is settled without further delay and streamline procedure is followed in granting VCs within three days if asked by Estt/FC/Civil/Elect sections, the promotion orders are issued/endorsed for posting within Maharashtra Circle on the same day or if not at least within 2-3 days of the promotion order by BSNL Corporate Office.

We once again request your good self to personally look into matter and settle the conflict among Vigilance and Staff Section Mumbai and to confirm that promotion order are issued without any delay as being practised now.

With Regards,

Encl: AA

M. S. Adasul  
Circle Secretary,  
SNEA Maharashtra.

Copy to:

1. Shri. Deepak Kashyap CVO BSNL for kind information please.
2. Shri. J B Chavan, GM Vig Mumbai for kind information and n/a please.
3. Shri. Aman Jaiswal GM HR/A Mumbai for kind information & n/a please.
4. Shri. Keshav Rao, PGM Pers BSNL CO for kind information & n/a please.
5. Com K Sebastin GS SNEA CHQ in continuation to our telephonic discussions on this issue and to take up matter with concerned officers in BSNL CO and issue clear guidelines where fresh VC s to be taken by Circle on regular promotions once same has been confirmed by DPC Cell.