

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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To,

Shri. Aman Jaiswal,
General Manager HR/Admn,
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No. SNEA/MH/Cir Corr/2019-23/6

Dated 22nd October 2020.

Sub: Issues related to recent order issued by Electrical wing Mumbai under Looking After Arrangements for SDE Electrical.

Sir,

In continuation to our discussions held with your good self on the issues related to recent order issued by EE Elect Mumbai under Looking After Arrangements in SDE Electrical cadre, we like to submit that the Electrical wing has not followed the recent guidelines in issuing order for Looking After arrangements. As per the guidelines issued by BSNL CO and being followed in Maharashtra Circle for Telecom wing the vacant post in VRS 2019 scenario are to be filled up by giving local looking after arrangements by giving charge to local senior most executive in that cadre.

But it seems that officers in the Electrical wing have interpreted this order in different manner and LA orders are issued as per the Circle Seniority in JTO Elect cadre. The very purpose of Looking After arrangement is to fill the vacant post as temporary and stop gap arrangements on where it is as it is basis as temporary it is not promotion as per the Circle seniority as being interpreted and treated by certain officers in Electrical wing. The stand of Electrical wing is exactly opposite to the aim and purpose mentioned in letter issued by BSNL CO

Due to such thinking, the very purpose of fill vacant post in all SSAs is not achieved as there are excess SDEs in some of SSAs like Dhule and in there is no SDE in major SSAs/BAs. As per this order total three SDE Elect are posted in small SSA like Dhule, and two SDE Elect in each SSAs i.e. Jalgaon, Raigad, Latur, Satara while there is no single SDE Elect in SSA/BAs like Nasik, Nanded, Sindhudurg. Thus when there should have been reduction in SDES in some of SSAs after VRS scenario, there are excess SDE Elect and where there is need of increase of SDE Elect due to BA restricting, there is no single SDE Elect posted. To cover up the issues and deficiency due to this wrong and special arrangement charge of SDE Elect Nasik is given to SDE Elect Dhule and SDE Elect Nanded is given to SDE Elect Parbhani, SDE Yavatmal to SDE Elect to SDE Amravati and SDE Akola/Buldhana to SDE Jalgaon is being looked and in some of SSA there is no single post of SDE Electrical. This boundaries of BAs also passed. The SDEs ordered under Look After arrangements are compelled to travel from one SSA to other SSA during this pandemic period and there is additional burden on BSNL on their TA/DA on such frequent visits. Practically, when there is urgent required of availability of SDE level Officer, then the said officer may not be available as he may be busy with works of other sub division assigned to him

Due to this constraints and knowing need of Administrative and for BSNL work requirements only, the Looking After Arrangements are proposed as and where basis without. When your good self is taking to depth efforts to understand BSNL recent guidelines and calculating the SSA wise excess/shortage of executives, the officers in Electrical wing are using thump rule to count executive strength and no proper

justification is given to vacant post and requirement of executives in executives in SSAs/BAs.

There are good number of JTOs available in Electrical wing with experience of about 15-20 years and are quiet capable to take responsibility of SDE Elect on where it is as it is basis and they are being deprived under this look after arrangement as per seniority against guidelines issued by BSNL CO.

Further it is required that the SDEs/JTOs in Electrical wing should report to SSA/BA Heads at par with Account wing and should follow tendering norms applied by SSAs and should not depend solely on CPWD Norms which is costing BSNL in double causing excess and unwanted expenditure.

Apart from this, looking after arrangements are required for filling vacant post of EE Electrical and SE Electrical as about all post in these cadres are vacant except few occupied under LA arrangements as no action has been taken to fill up vacant post in these cadres. In strange and totally inconvenient look after arrangements, one EE who is basically SDE is given responsibility of EE Elect Mumbai and is further compelled to look after charge of EE at Mumbai, Kalyan, Pune, Nashik, Ahmednagar, Nanded BAs and Raigad, Parbhani SSAs. EE Nagpur who is also basically SDE and working as EE LA is looking after charge of Nagpur, Chandrapur, Amravati, Aurangabad, Jalgaon and Bhandara, Gadchiroli, Yavatmal, Wardha, Akola, Buldhana, Jalgaon, Jalna, Beed SSAs. Recently the charge of Solapur, Satara, Kolhapur, Goa BAs and Osmanabad, Sangli, Ratnagiri, Sindhudurg is given to EE Kolhapur who is also SDE looking after charge. All there EEs Elect are running from pillar to post and trying to give justice to the works which makes it difficult for them and the SDEs and JTOs Elect in all these BAs/SSAs have to wait for their visit to their SSA or BA to take decision on policy matters or on urgent works.

It is surprising that when SDE LA is given on seniority basis, in EE LA no seniority seems to be maintained and orders are issued by giving looking after arrangements to locally senior SDE. Thus, Electrical wing has adopted double standard in Looking after arrangements for SDE and EE cadre and nothing has been done for SE Elect post. Same is case with post of SE Elect and same post is not filled for last few years.

This there is need of corrective action for filling vacant post of SDEs in Electrical wing as per the BSNL CO guidelines and mainly to fill all vacant posts from SDE Elect to SE Elect under local looking after arrangements. The officers working in filed units should be reporting to concerned SSA/BA Heads.

It is also requested to have proper integration of HR working of Electrical/Civil wing, and it should be centralized under GM HR Admn Mumbai at Circle level and at SSA/BA Heads at District level. If not, then it would be kept centralized under CE Electrical but the present dual policy to issue some order by Electrical wing and some order by Staff section that to be in parallel should be stopped.

We are confident that your good self will take care of the issues raised by us and give equal treatment to executives in all wings and all cadres either in way of wrong procedure adopted by Electrical wing or by correct procedure adopted by your office.

Sincerely Yours,

Sd/

**M. S. Adasul,
Circle Secretary,
SNEA Maharashtra.**

Copy to:

1. CGMT MH Circle for kind information & with request for intervention please.
2. CE Elect Mumbai for kind information and necessary action please.