

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

## MAHARASHTRA CIRCLE



M. S. Adasul,  
Circle Secretary  
PH- (O) 022- 26600211, Mobile. 9423082352.  
E-Mail: sneamh@gmail.com.

To,

Shri. Ramakant Shrama,  
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/2020-2023/**

**Dated 15<sup>th</sup> February 2021.**

**Sub: Request for keeping uniformity in dealing with HR activities of Account, Civil and Electrical wings in BSNL Maharashtra Circle.**

**Sir,**

We will like to draw your kind attention towards the difficulties and hardship faced by the executives of Account, Civil and Electrical wings in Maharashtra Circle due to uncertainty created over the year in dealing with HR activities of all the three wings.

As per norms finalized by BSNL Corporate Office before VRS 2019, it was proposed that entire HR activities of all wings will be centralized under GM HR of Circle Office for uniform implementation of HR guidelines for executives in all wings and to reduce the staff and Officers in Staff and Admn section.

Accordingly, in Maharashtra Circle, the centralization process was initiated and the works of HR activities of Account wing are transferred from GM Fin Mumbai to GM HR Mumbai only for transfer postings. The HR works of Civil wing continued with CE Civil Mumbai till last week all HR activities of Civil wing were taken care by CE Civil Mumbai, but all off sudden GM HR has started issuing transfer orders of Civil wing executives also in piece manner and not as per uniform policy. In Electrical wing dual working continued and GM HR used to issue orders as per his wish and approach of Electrical wing executive to his office and CE Electrical Mumbai & Nagpur both used to issue separate orders as per their wish and approach of executive concerned to their offices. Even though there are orders for closure of office of CE Electrical Nagpur as per restructuring norms issued by BSNL Corporate Office before six months, the office of CE Electrical Nagpur is not only functional but it is issuing transfer orders on pick and choose basis.

Thus more number of Staff and Officers continue to be involved in HR activities against the guidelines issued by BSNL Corporate Office for reduction of Staff and Officers in HR activities and same are not being followed in MH Circle even after reduction of number of executives through VRS 2019. Unfortunately, it is seen that even after reduction of Staff strength all over Circle, the executive strength used for HR activities is not reduced, but more Officers are being posted for HR and Admn activities.

The Classic Example is before and after VRS under GM HR Mumbai only one DGM was posted who used to take care of both HR /Admn activities except few months. But all of sudden under DGM LA arrangements, now there are four DGMs posted under GM HR Mumbai i.e. DGM HR, DGM Admn, DGM Legal and DGM PG and many of the existing post of DGMs in other verticals are vacant for period of more than a year.

For Finance section, till today no justification of SSA wise Executive strength is decided and published but mass transfers causing heavy loss to BSNL on transfer cost are being issued randomly by keeping majority of executives in dark. In these transfers, no uniform guidelines for all executives are followed and consideration of transfers is depending on approach of the individual to senior officers in Circle Management. Though the transfer posting of Finance wing

is being done by GM HR Mumbai, no action has been taken on other HR activities i.e. confirmation of JAOs recruited in last 3-4 years, formation of Gradation lists, Time Bound Promotions of executives etc and even after our reminder requests and dispute continues among Finance and HR units who will take care of all such issues.

There are issues in looking after arrangements issued by Electrical wing and SNEA MH has already submitted details and though it has been repeatedly assured by concerned officers for taking corrective action, nothing is done over last 4-5 months except assurances. There is also discrimination in the Executive Strength justification of JTOs and SDEs being calculated by the Electrical and Civil wings and the random approach is seen in deciding number of JTOs/SDEs in particular SSA/BA of same category defined by BSNL CO. Further there are also other HR issues like custody of service books, settlement of personal claims, grant of administrative permissions, confirmation, TBP up gradation, updating service records and there is no clarity where these are centralized or decentralized and separate teams continue to work in all verticals.

Further it is seen that the HR files initiated by GM HR are being sent to concern vertical Heads for comments in each and every case causing delay in over all process. One file of posting IFA Aurangabad is being shunted between HR and finance wing for last one year and till no decision has been taken. Then the comments asked from and given by Vertical Heads are not given consideration and hence there is always dispute between GM HR and concerned Vertical heads. In fact once HR activities are centralized then there is no need to send each and every file to concerned vertical head and all issues needs to be taken care by office of GM HR only and role of Vertical heads needs to be limited on deciding justification of Executives as per restructuring norms issued by BSNL CO. But here decisions are being taken to adjust known faces of vertical heads and GM HR continues his mathematical approach in deciding strength on certain norms which is framing at his own for Telecom wing and no any justification for account wing.

This biased approach has already caused loss to BSNL and executives concerned are facing much more hardships in getting their issues/grievances resolved in present setup of HR working in Maharashtra Circle and thus they are compelled by the management to approach associations and then GM HR puts blame that associations are frequently intervening in HR issues. **Once the management takes care of HR issues in uniform manner and as per well-defined guidelines, then there is no issue for executives to decide and go ahead with HR policy applicable to all and there is no need of any approach and intervention by associations.**

This are some of examples of biased and pick and choose HR approach which are creating discrimination among the executives in same wing as well as among different wings i.e. Telecom, Civil, Electrical and Account wing. **There is immediate need of uniform application of the HR guidelines either centrally for all wings/verticals under GM HR Mumbai or decentralized under concerned verticals Heads at Circle Office Mumbai and we have no issue if it either centralized or decentralized but whatever may be applied, it should uniformly applied for all Vertical and all HR activities in total.**

Hence, SNEA MH request your honor to have review of overall HR activities and please decide it uniformly for all verticals i.e. HR activities should be either under GM HR Mumbai for all verticals i.e. Telecom, Account, Civil and Electrical wings or it should be decentralized under concerned Vertical Heads. i.e. Telecom under GM HR, Account under GM Finance, Electrical under CE Electrical Mumbai and Civil under CE Civil Mumbai.

Hoping for immediate review on either centralization of HR activities of all Verticals with GM HR or on decentralization it under concerned Vertical heads equally for all verticals.

With warm regards,

Sd/-  
M. S. Adasul  
Circle Secretary,  
SNEA Maharashtra.