

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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To,

Shri. Ramakant Shrama,  
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**No. SNEA/MH/Cir Corr/2020-2023/**

**Dated 27<sup>th</sup> February 2021.**

**Sub: Request to review and settle Grievances and discrepancies created due to pick & choose and abrupt transfers of account wing executives in Maharashtra Circle.**

**Ref:** 1. Letter No. MHCO-STFb/12(11)/7/2020-O/o GM HR-Admin/53 Dated 06/02/2021.  
2. Letter No. MHCO-STFb/12(11)/7/2020-O/o GM HR-Admin/46 Dated 03/12/2020.  
3. Letter No. A/STAFF/Group A&B/Transfer & posting/2019-20/49 Dated 20/02/2020.  
4. Letter No. MHCO-STFb/14(11)/1/2020-O/o GM HR-Admin Dated 05/06/2020.

**Sir,**

With reference to the recent pick and choose transfer orders of Account wing Executives, the following few lines are submitted for kind perusal and to address grievances faced by Executives in Account wing due to such untimely, pick and choose transfer with violations of certain transfer policy guidelines.

As per our last discussions with your honor on 28/01/2021, it was decided and directed by your good self that till March 2021, no transfers will be given consideration and we all will focus on the achievement of left out targets of FY 2020-21. With crystal clear directions from new Circle Head, we have passed on message to all executives that till March 2021, no transfer including request transfers from SSAs having excess executives to SSAs having Shortage of executives for which earlier CGMT MH has given consent will be issued. Though executives are facing hardship due to over delay in considering request transfers, with your clear message, the executives concerned have prepared their mind for request transfers after March 2021. But these all of sudden pick and choose transfers of account wing executives have created total negative energy in minds of executives and one negative message is being passed that words given by CGMT MH are not being respected or followed by his team of HR section.

No doubt, it was discussed with your good self to consider the representations of the executives under transfer as per orders dated 03/12/2020 and consider genuine grievances, but by taking this opportunity, GM HR has transferred more executives of Account wing and that to be at odd locations. This has created mass unrest among Account wing executives and even GM Fin Mumbai who is responsible for overall functioning of Account wing of Maharashtra Circle has expressed serious displeasure on these transfers and we have heard that there was some hot argument between them on this subject and matter is till inconclusive.

We have discussed this issue with Shri. Aman Jaiswal, who is looking After charge of GM HR Mumbai wherein he has expressed serious concern on dual stand taken by GM Fin and his team on dealing with HR issues. He is of the opinion that GM Fin Mumbai has limited role in transfer posting of executives up to justifying the number of executives to be posted in SSA/BA and he cannot detect to post specific executive to specific location and it is responsibility of GM HR to post the persons at these locations. In conclusion, he has conveyed his inability to take any further action on grievances of Account wing executives, till the issue is decided by your good self as policy matter where HR activities of finance wing are to be decided centrally by GM HR Mumbai or in decentralized manner by GM Fin Mumbai with total responsibility of HR activities.

Due to this ongoing conflicts, the executives in account wing are facing hardship and trouble in day to day working and all are under fear that his/her name may be picked randomly at any time and he/she may be transferred at any odd location and may have to suffer lot or approach to some source who can convince to responsible officer in management to address their grievances. This conflict going on for last one year is major reasons for manmade hurdles for executives in Account wing and transfer policy is not adhered either by GM Fin Mumbai or by GM HR Mumbai. We have already submitted letter on this subject and once again request to look into this issue and decide uniformly on centralization or decentralization of HR activities equally for all wings.

Over the period, SNEA MH received following grievances from the members and District Secretaries and we have also confirmed that there are certain issues which needs immediate attention for smooth functioning of account wing. We have listed the certain violations of transfer policy guidelines in these transfers of Account wing issued by HR section and the details are as follows.

**A. Violations with Transfer Policy Guidelines:**

1. As per transfer policy there are separate guidelines for posting substitute or for filling vacant post for executives at tenure stations and non-tenure stations. But here in wrong practice, all postings are done on pick and choose basis equally applicable for Tenure as well as Non-Tenure stations and the officers in highest long stay are safeguarded in Circle long stay list from transfers and others are being harassed by transferring at odd locations on name of SSA long stay.
2. FC section responsible for transfer posting of Account wing Executives vide Letter No. F/CAO/FC/PPAO/2011/12 dated 16/11/2011 (Copy Attached) with approval of CGMT Maharashtra Circle declaring five SSAs viz. Buldhana, Gadchiroli, Beed Parbhani and Yavatmal as tenure SSAs for account wing executives. There after no fresh tenure policy is declared for Account wing or this policy has not been scrapped by any office order and hence the transfers to and from these locations should have been done as per Circle Long stay criteria.
3. Till last year, the FC section was issuing transfer orders as per these tenure stations, but all of sudden GM HR has self-declared this policy as local policy and in one sided action has stopped acting on it. He has not declared it officially and he is assuming it at his own in absence of any such written order. If these tenure stations are scrapped and as per his say tenure stations for Account wing are at par with Telecom wing, then for posting executives at Goa, Sindhudurg, Ratnagiri Raigad, Nandurbar and Gadchiroli, his office should have first called willingness as per tenure policy and in case of no willingness, then the officers of that particular cadre with highest stay in particular SSA is to be posted at Tenure stations.
4. This has been already clarified by BSNL CO vide Letter No. 400-36/2011-Pers-I Dated 04/07/2011 (Copy Attached) addressed to CGMT MH Circle in response to such query raised by MH Circle. This letter is also endorsed by MH Circle vide letter No. A/STB/AE-20/Tenure Transfer/SDE/46 dated 19/07/2012 (Copy Attached). These guidelines which are being strictly followed for Telecom, Electrical and Civil wing but are not being followed for Account wing and here is our matter of concern. The purpose of centralized HR activities is to have uniform application of Transfer policy equally for all wings and with such biased act by HR section, the very purpose of centralization of HR activities is defeated.
5. From the latest transfer order issued on 06/02/2020, it is seen that total seven Account Officers transferred in earlier order are retained in same SSA and neither reason nor time for retention is not mentioned in it which is normal procedure in case of any such retention order.
6. From this retention order, it is seen that Two AOs are retained with specific period but without assigning any reason for such retention. In other four cases, neither retention period nor grounds for retention are mentioned making it crystal clear that these orders are cancelled and it is not just retention. It seems to be done with intention to exclude the names of these officers from long stay list and allow them continue to be retained for life time. S these names are excluded from the long stay list, and once name is removed from long stay list by using such tricks , then there is no question of transfer under long stay list nor they will be relieved to transferred place.

7. It is being understood that Com. Suresh Kankal AO TF Mumbai is retained on Medical Grounds and no one should have any issue as it is permitted by BSNL Transfer Policy guidelines. If this reason was mentioned against his retention, doubts created on such retention could have been avoided.
8. Further, it is understood that Com. Damale Ajay AO Yavatmal and Com. Gangurde Sandeep JAO Yavatmal are retained by granting immunity as Office Bearers of association and same also is permitted as per BSNL CO guidelines, but in all such cases retention period is allowed till the validity of the concerned Body in which he/she is elected.
9. The same HR section is keen on mentioning such period in each and every retention on immunity grounds, but here it seems that with some purpose of not putting it on records and giving benefits for taking immunity for any other time again, no reference of immunity has been given and it seems that certain officers in HR unit have any malaise in granting permanent immunity from transfer. As per rules and guidelines followed by HR unit any eligible Office Bearer is granted immunity then it is for specific period and orders are not cancelled as being done now, but it is always mentioned that the concerned officer will be relieved after completion of retention period.
10. Com. Mrs. Trupti Kulkarni AO Akola and Com. Vikas Gaikar AO Mumbai are given retention on educational grounds and same is not mentioned against their names. Also normally such retention is given for wards in 10<sup>th</sup> & 12 Standard and not for any other class, but here in one of case retention is granted even when the ward is not studying in 10<sup>th</sup> or 12<sup>th</sup>.
11. It is good that HR section has developed new policy for retention of education grounds for all kinds and set new trend and we welcome this policy which is beneficial to our executives and we really have no objection for it. **Our only concern is that we want that it should be equally applied for all executives of all wings.** But it is seen that similar request from other AOs and executives in other wings for retention on educational grounds of ward are not given consideration and mercilessly they are compelled and force relieved through ERP to join at new place of posting. There is need of uniform application of this facility of retention and reason needs to be mentioned in the order so that stand of HR units is made clear and it appears to be transparent working.
12. Normally against retention of any officer for specific period, no fresh orders are issued as substitute because the retained officer has to join at new place of posting after completion of retention period. But in this case one or more than one substitute are posted against such retentions creating trouble for other AOs and safeguarding AOs in long stay list.
13. As per BSNL Transfer policy while issuing transfers out of any SSA, the longest stay Officer will be transferred first and the officer with less stay will be retained in SSA. But here with violations of these guidelines, the officers with longest stay are retained in working SSA and officers with less stay are transferred out of SSA. e.g. in Circle Office Mumbai Shri. Santosh Kokate AO and DGM LA Mumbai is having highest stay in Mumbai but he is retained in Mumbai and other seven AOs with stay less than him are transferred to different SSAs. There are some other such cases of violations and same can be cleared once GM HR publishes stay particulars and executive strength in transparent manner,
14. Further while transferring officer from Kalyan to Mumbai, the gender bias approach is shown by HR unit and Mrs. Vidya Kamtekar AO Kalyan is transferred at faraway place Satara and Shri. Preeteesh Shinde AO Kalyan male candidate is transferred to Mumbai and both the orders are at company cost. Mrs. Vidya Kamtekar is willing to join at Circle Office Mumbai at own cost, but her request is not given consideration even though being female she should have been given priority over male officer.
15. Apart from Com. Mrs. Kamtekar another female AO under transfer is Mrs. Bhagyashree Teli AO Nashik. She is also abruptly transferred from Nashik to Chandrapur SSA at more than 1000 Kms, while she could have been posted to nearby SSA viz. Kalyan, Jalgaon and CO Mumbai. But she is deliberately posted to Chnadrpaur SSA creating more hardship to female comrade and this is done by neglecting the own cost request of Nagpur comrade to post at Chandrapur SSA and her request to post nearby SSAs.
16. Next Female comrade is Mrs. Pushipita Gupta and it would have been no issue if she would have been posted to Chandrapur SSA and if asked she would have joined at own cost saving expenditure of BSNL on cost of transfers, but she is deliberately posted to Nanded SSA creating more and more hardship to female executives.

17. Here it seems that instead of supporting female executives by giving posting to nearby SSAs, they are being deliberately transferred to faraway places.
18. If Mrs. Pushipta Gupta was not ready for Chandrapur SSA, then Com. Sandeep Satpute AO Nagpur may have opted for Chandrapur SSA, but he is transferred to Nanded SSA making AO more than the requirement of Nanded SSA.
19. It may be seen that only one transfer order for Nanded is kept on hold that to be for few months and in such case no substitute is posted in normal course, but here two substitute are posted viz. Com. Pushipta Gupta AO Nagpur and Com. Dymi Sayad AO Latur. When any office Bearer is retained under grant of immunity then it is for specific period and here immunity is granted in backdoor by hiding facts and two substitutes are posted making double expenditure of BSNL on cost of transfers.
20. When no transfer order of AO for Goa is cancelled, in fresh order against your directions not to issue any transfer order till March 2021, Shri Amol Lanjekar AO Mumbai is transferred to Goa and one AO Com Shinde is transferred to Mumbai at Company cost causing double expenditure on transfers of cost. Here Com. M.K. Mishra AO Nashik, posted at Kalyan has given own cost request for Goa SSA, but his request is not given consideration and Com. Lanjekar is transferred at company cost. Instead of Com. Lanjekar AO Mumbai, Com. Shinde AO Kalyan now posted to Mumbai would have been transferred directly to Goa and transfer of Shri. Amol Lanjekar at company cost would have been avoided. It is important that Com. Lanjekar is working as AO Vigilance Mumbai and as per recent orders from BSNL CO, he having immunity from transfer for three years from his posting in Vigilance section, but till his avoidable transfer order is issued may be with specific intention or bias.
21. As per published options, Com Pankaj Marathe AO Dhule, has opted for CO Mumbai at Own cost against vacancies shown in this letter and he is transferred to Chandrapur SSA at Company cost and Com Shinde from Kalyan is transferred at Company cost to Mumbai. It was quiet possible to post Shinde to Chandrapur at company cost as he has not opted for CO Mumbai and Com Marathe should have posted to Mumbai at Own cost saving BSNL Money on avoidable transfers.
22. Many Request are rejected stating that stay is less than two years, but only request of Com. Pratik Paliwal is considered for Satara SSA even though he has not completed two years in Akola SSA. He has also requested for Pune SSA at Own cost, but his request is not considered. If criteria of two years stay is applied for all and his transfer to Pune then it should be applied for his transfer to Satara also or all such request with less than two years should have not been given consideration as policy matter.
23. As per transfer policy, medical ground requests are given priority, but same is not followed here. e.g. Com Ankur Soni AO Mumbai has given request on medical grounds as permitted by Transfer policy, but his request is not given consideration though his request has been duly recommended on medical grounds by GM Fin Mumbai.

**B. Violations with Executive Strength Published by HR section:** Vide letter no. MHCO-STFb/12(11)/6/2020-O/o GM HR-Admin/03 Dated 16/07/2020, AD Staff A Mumbai has published data of options received and SSA wise executive strength either excess or shortage and the following issues are observed with the declared data and published list of options. The details are as follows.

1. As per chart published total 22 AO and 24 JAOs were to be transferred to meet excess shortage of executives among different SSAs, but transfers proposed from some of SSA are more than the figure shown and transfers from some of SSA are not issued even though executives are declared excess in the data published by HR section. If it was not to be followed, then why this data was published needs to be ascertained. .
2. The basis taken for calculation of Excess and shortage of JAOs/AOs is not published and it is not exactly and transparently known to all about Excess / Shortage of executives and actually working executives and all are directly compelled to believe only on excess /shortage number published by HR unit. The data of working executives also needs to be published in such list but this information is deliberately hided so that no one questions wrong doings on pick and choose basis.
3. In publishing Stay particulars for inter SSA transfers only request within SSA should have bene shown, but here HR section has added the request of out of Circle creating confusion among all these executives. Normally all such requests are to be forwarded to BSNL CO

for issuing transfers and here in wrong tradition same are added in the options received by Maharashtra Circle.

4. As per letter dated 16/07/2020, options were called for filling up vacant post and many have given options as per vacancy position, but same are not considered even though posts are till vacant.
5. It is propagated that there are more AOs in Nagpur SSA and hence total Seven AO are transferred out of Nagpur SSA till now as excess executives. When there are excess AOs in Nagpur SSA then why one AO Mrs. Navjosh Kaur from Bhandara is transferred and posted to Nagpur SSA by cancelling her own cost transfer to Goa SSA that to be on pick and choose basis needs to be investigated in larger interest of BSNL and make it clear that management really means it transparent working of HR unit.
6. As per data published by HR section vide letter Dated 16/07/2020, it is shown that AOs in CO Mumbai are less than the justified strength and there is shortage of three AOs and no even single AO/JAO is excess in CO Mumbai and it was expected that no JAO/AO from Mumbai will be transferred out of Mumbai to meet shortage in any BA. Accordingly all these JAOS/AOs were relaxed and have not opted for any SSA and are focusing on office work. But all of sudden, HR section has issued transfer orders of seven AOs defeating very purpose of publishing data of SSA wise executive strength.
7. As per this justification in Beed SSA one JAO and one AO was to be posted, but both the AO are transferred to Beed SSA. When vacancies are shown separately for both the post i.e. JAO and AO and similarly placed long stay officers are available, then they should have been posted at Beed from the said cadre, but on pick and choose basis three AOs are posted to Beed and one is unofficially retained without mention of any time for retention making it excess AOs in Beed SSA
8. In Yavatmal SSA one AO and one JAO was shown excess and it was expected that only one AO and One JAO will be transferred out of Yavatmal as per their long stay but total three AOs are transferred out of Yavatmal against the own office justification published by HR section and when Yavatmal is Circle Tenure station for Account wing.
9. In Satara SSA vacancies shown are two AOs and three JAOS and it is quiet natural that two AOs and three JAOS i.e. total five Executives would have been transferred to Satara SSA. But it can be seen that as on today total four AOs and three JAOS are transferred to Satara SSA making it total seven against vacancy of five AOs/JAOS. Further one AO is unofficially retained at Nashik and another is given change of SSA to Sindhudurg SSA. Thus total three AOs are posted excess to Satara and after changes one AO is till excess posted in Satara and all these transfers are at company cost.
10. In Pune SSA vacancy of only one JAO and One AO is shown in the data published and many AOs and JAOS are willing to join Pune at Own cost, but to fill up just two vacancies total five officers are posted to Pune i.e. two AOs and one JAO at own cost and two JAOS at company cost. Has the justification published any meaning or sense? Out the two JAOS at company cost one JAO Com. Khedre has requested for cancellation of transfer on genuine grounds, but his request is straightaway rejected without assigning any reason. There are many other own cost request for Pune, but same are not given consideration and reason for their rejection is not conveyed to them.
11. As per norms decided by GM HR Mumbai if the officers are posted excess than the justified post as applied for posting of JTOs/SDEs at Goa and Sindhudurg, then all such requests should be at Own cost and not at company cost as principal of natural justice and mainly with intention of saving Money of BSNL, but no such approach is seen here.
12. In Jalgaon SSA vacancies of two AOs and One JAO is shown, but only one AO is posted and the own cost request of Com. Pankaj Marathe, AO Dhule and Com. M.K. Mishra AO Nashik and even female Com. Mrs. Teli Bhagyashree AO Nashik for posting at Jalgaon are not given consideration but they are posted at Company cost to Chandrapur and Kalyan SSA wasting BSNL Money. Here vacancies at Jalgaon are not filled when there are willing executives and in SSAs like Pune, Chandrapur and Satara Executives are posted more than the justified strength that to be at the company cost fully establishing bias in issuing the transfer posting of Account wing Officers.
13. In Akola SSA total three AOs and three JAOS were shown excess and only two AOs and two JAOS are transferred from Akola and out of that one is retained at Akola and thus transfer is done on pick and choose basis i.e. some of SSAs having excess executives also, they are not transferred and some of SSAs not having excess then also they are transferred

and these transfers are issued at company cost which is reason for concern by us and it should be reason on part of management also.

14. In Kalyan SSA , two AOs and Five JAOs are shown excess and only Two JAOs and one AO is transferred under long stay and others are safeguarded without giving any reason for their retention and only specific officers are targeted in pick and choose manner. If seven Executives are excess then seven should have been transferred together clearing matter once for all, but it seems to be deliberate attempt to safeguard same by posting to Circle Office Mumbai at Company cost and unofficially safeguard others by not issuing their transfer orders. When there are excess AOs in Kalyan Shri. M.K Mishra AO Nashik who has opted own cost for Satara, Jalgaon, Goa and Ahmednagar where vacancy exists, is forced to join Kalyan SSA at company cost.
15. In Nashik SSA, two AOs and three JAOs are shown excess , but only Two AO were transferred out of Nashik SSA and one is retained in Nashik SSA without mention of retention time and reason for retention and female AO is forced to join at faraway place of Chandrapur SSA keeping post of AO vacant in nearby SSA. Thus four excess officers in Nashik SSA are safeguarded by not issuing their transfers even after officially declaring excess and executives from other locations are being transferred at cost of company when there is shortage of executives. Otherwise there is no reason to retention excess five officers out of total 15 Officers making it more than 40 % excess than the working strength.
16. There are total two AOs and One JAO excess in Wardha SSA and but none of these officers is transferred out of Wardha SSA even for filling vacant post in nearby SSA like BA Chandrapur where the female comrades from faraway places like Nashik are posted forcefully but Wardha Executives are retained at same place making it more than 50 % excess of working strength.
17. Same is case with Latur SSA out of three excess two are transferred under long stay and other is unofficially retained in Latur SSA.
18. In Dhule SSA, only one JAO is declared as excess but while transferring two AOs are transferred out of Dhule SSA without assigning reasons and no one is posted as substitute to Dhule SSA.
19. In Ratnagiri SSA one own cost request of Com. Jadhav on spouse working ground is pending and not given consideration and he is compelled to opt for Kolhapur SSA under rule 8 transfers, but one another JAO Com. Agawane is transferred at Company cost by changing his transfer to Beed SSA.
20. In Raigad SSA, One AO and Two JAOs are shown excess but practically only one AO is transferred out of SSA and other two shown excess are unofficially retained in Raigad SSA.
21. In Parbhani SSA, vacancy of one AO and One JAO is shown but only one AO is posted and other post is kept vacant.
22. In Sindhudurg SSA post of one AO and One JAO shown vacant and only post of AO is filled in and post of JAO is kept vacant.
23. There are two vacancies of AOs shown at Aurangabad SSA and there are own cost request for Aurangabad SSA, but only request of JAO from Jalna is given consideration and Own cost request Com. Satendra Nath JAO Nagpur is not given consideration even though there are excess AOs/JAOs in Nagpur SSA, and there is shortage in Aurangabad SSA and Com. Satendra Nath has applied for Aurangabad SSA on spouse working ground
24. Vacancies shown at Osmanabad SSA also not filled in even though Com. Daimi Sayad AO Latur has submitted option for Osmanabad SSA, but against his option and availability of vacant post, he is now posted to Nanded SSA at company cost to save the AO already transferred to Nanded SSA.

**C. Violations with guidelines in issuing cost of transfers:** BSNL CO has issued orders for austerity measures and there are orders for issuing minimum transfer orders also, but here attempt is made to issue more number of transfers and it seems that free hand is used for issuing cost of transfers as if BSNL has ample money in hand to waste on avoidable transfers. Either these transfers are issued in casual manner or special efforts are taken to give consideration to each and every transfer at cost of company including one to one transfers, own cost transfers and avoidable transfers. If such measures could have applied,

many transfers could have been avoided and cost on many transfers could have been reduced with its effective implementation.

1. It can be seen that in place of Com. Suresh Kankal Shri. Jitendra Atkari from TF Mumbai is transferred out of Mumbai and posted at Satara at Company cost. Shree Preetish Shinde is transferred from Kalyan to Mumbai and Shri. Mishra AO is transferred from Nashik to Kalyan, there by issuing four transfers by neglecting request of Com. Mishra for posting at Satara. If Com. Mishra was directly posted to Satara , all there orders at Company cost will have been avoided and about Four lakhs of BSNL will have been saved and intentional trouble to all the three AOs would have avoided and they would have bene allowed to work with peace.
2. Further when Circle Office has about 74 Account wing Officers and Offices are being transferred out of Mumbai as there are excess officers in Mumbai, then why Com. Shinde is posted to Mumbai on pick and choose basis creating unrest among all that to be at Company cost needs to be investigated.
3. There are some other request pending with HR unit e.g. Com. Santosh Kori JAO Kalyan, Com Pankaj Marathe AO Dhule etc for own cost transfer to Circle Office Mumbai, but their requests are not given consideration, and Com. Shinde AO Kalyan is transferred to Mumbai at cost of company and that to be when he has not requested for Mumbai. With intelligent application of HR mind, these 2-3 lakhs of rupees of BSNL could have been saved on such avoidable transfer.
4. Com Ganesh Mali AO Aurangabad and Com. D.P. Angole AO Solapur have given Option for Pune SSA at own cost and same is mentioned in the list published by HR section, but both the own cost requests are not given consideration and other officers are transferred to Pune at company cost.
5. Com Phophale AO Akola has requested for Amravati at Own cost but his request is not given consideration, even though he has submitted reminder representation for same and no reason is conveyed to him for rejection of his request.
6. Shri. Atul Raut JAO Amravati has requested for Buldhana SSA and vacancy also exist in Buldhana SSA, but his request is not given consideration.
7. Com Mithun Gajjam has applied for Kolhapur SSA at Own cost, but his request is not given consideration, but other AOs/JAOs are posted to Kolhapur SSA at Company cost.
8. It is standard practice followed by HR section of Maharashtra Circle that any request for change of SSA is given consideration at own cost and not at company cost as being done now. There are many such executives who are compelled to accept the choice place or change of SSA at Own cost and here is special approach BSNL Money is being wasted by issuing transfers of change of SSA at company cost.
9. Normally when orders for change of SSA is issued, in such orders, the working SSA, SSA under transfer and SSA posted on change of SSA is mentioned. But in case of change of SSA request of Com. Tushar Agawane JAO from Raigad under transfer to Beed and changed to Ratnagiri and Com. Ganesh Pawar AO Mumbai under transfer to Satara and npw changed Sindhudurg. Here something is cooked backdoors as nothing has been mentioned about their earlier transfers, it is also not clear that earlier orders are cancelled or not, but in order dated 06/12/2020 , it is shown as fresh transfer orders from Raigad to Ratnagiri and Mumbai to Sindhudurg it may be deliberately and intentionally not mentioned about their respective transfers to Beed and Satara SSA respectively for justifying these requests for change of SSA at company cost causing loss to BSNL against policy followed by same HR unit in other transfers.
10. It may be seen that Com. Tushar Agawane was under transfer from Ratnagiri to Beed vide order dated and as special case in the history of BSNL, he was even allowed specially to join by online, but he has not joined and in all such cases action is taken against all officers by ERP relieving and by stopping salary, but in this case he is awarded by giving consideration to his request for change of SSA from Beed to Ratnagiri SSA at Company cost. This is highly sensitive matter and hence needs to depth investigation of such special favor.
11. While this change of SSA request of Com. Agawane is considered at Company cost, one AO from Nagpur is transferred to Beed SSA at Company cost, making it double expenditure to BSNL on unwanted and avoidable transfers. If there was no vacancy in



Beed, he should not been transferred, if he is given change of SSA as there is no vacancy in Beed SSA, then AO from Nagpur should not have been transferred.

12. We will put on records that such proposals were moved to earlier CGMT MH, but he has not given consideration by giving priority to interest of BSNL, but it seems that after your joining as CGMT MH some officers in HR section have taken benefits of your new joining and such request for change of SSA which needs to be given consideration at own cost are given consideration at cost of Company.
13. We have no issue if this practice is applied equally for all and such biased and pick and choose transfer and this pick and choose application of company cost are reasons for mass unrest among the executives in BSNL. We will most happy of all such requests for change of SSA are given consideration at cost of company equally applicable for all including such orders issued in past.

Sir, with above analysis of the transfer orders of account wing, your good self will definitely find that there is deliberate injustice and harassment of and to certain comrades by transferring them when they are in not in long stay list or not shown excess as per strength published by HR section and certain comrades are being safeguarded even though they are in long stay list, they are shown excess in the data published and used for these transfer posting by HR section.

Also it is crystal clear that BSNL Money is being deliberately wasted by issuing certain transfers at company cost and BSNL is made to suffer losses to safeguard personal interest of certain executives or may be due to lethargy shown by officers in HR unit in deciding cost of transfer and keeping it to minimum. It may not be exaggeration if it is said that due to overconfidence and getting benefits of joining of new CGMT MH, these transfer orders are issued in hurry and with no transparency and taken benefits of the situation and mainly against your stand as no transfers till end of Financial Year 2020-21.

Further it is seen that executive strength data published for account wing executives is not given consideration in total transparent manner. Rather it seems that data was not taken into consideration and someone has prepared mind and transferred selected executives from selective places achieving some personal settlement of enmity with certain sections and in charge of section and sufferers are poor account Offices and Junior Account Officers.

We will bring to your kind notice that all the officers from DGM to AD in staff section are just working for basic consolidation of data and information required for transfers and unfortunately being new to HR section they not aware about transfer policy guidelines to be implemented in true HR spirit. If someone is aware about it, GM HR makes him/her to keep mum and entire persons to be transferred and retained is decided by GM HR himself as per method he has devised through his computer expertise and knowledge. In this method, here we find lack of HR approach and more focus is seen on mathematical approach. Once such list is finalized by GM HR Mumbai same is processed in file without any application of mind by AD, AGM or DGM of HR unit.

Earlier all such proposal were returned or rejected by then CGMT MH as he was aware about working of Maharashtra Circle, what is requirement of Maharashtra Circle and mainly he was discussing issues with all concerned including concerned Vertical Heads and BA/SSA Heads. Even the file for earlier transfer orders of account wing executives was routed through GM Fin Mumbai, but this file was directly marked to you as CGMT MH and got approved. Unfortunately after your joining as CGMT MH, such pick and choose order is issued for Account wing executives creating more trouble and hardship to executives and it really makes us painful to put all these facts on paper for getting /giving justice to all affected comrades by elaborating all facts to your good self.

Now GM HR or someone else will update you that SNEA has not written to earlier CGMT and we are writing such detail letter during your period. But we will put on record that earlier CGMT MH being in MH Circle for 7-8 years was aware about what is going on here and has directed us to discuss the issues before putting in on papers. Accordingly, we used his discussion method to resolve grievances of members and settle it. Further we have seen that since the day one, you have taken over as CGMT MH, you are busy in development activities and we fully support your actions. Hence we are putting all these details on records, so that entire matter is clear to your good self and our executives get justice from Circle Head as done in past. In this order grievances and violations of transfer policy guidelines and executive strength are much more and if we discuss also, we cannot bring all grievances to your kind notice and hence we have consolidated all the details for kind review and sympathetic consideration of grievances and hurdles created for executives in account wing of Maharashtra Circle.



With these transfer orders it is clear that HR section has created mesh in issuing account wing transfers and it appears that the grievances of these executives are deliberately not given consideration and if given same are given on pick and choose basis which is not supposed to be done by HR unit with good and fair approach towards its workforce.

We will put on records that all the affected executives are not members of SNEA, but we have raised overall grievances of executives created by HR units and to make it crystal clear how the executives are being harassed by such pick and choose transfers and how certain officers are favored and how certain officers are deliberately harassed by transfers at odd locations by rejecting their genuine grievances.

Sir, we are ready for discussions on any point or case represented by us along with supporting documents in our say, we will be most happy if such opportunity is given to us to establish our say with supporting documents required if any.

In view of all above circumstances and grievances found in the orders, we will request your honor:

1. To keep your word given to us not to issue any fresh transfer orders till March 2021 and hence please do not implement the pending Account transfer orders as done for other wings. Our stand is also supported by BSNL guidelines not to issue transfer during mid of academic session.
2. To have immediate review on either centralization of HR activities of all Verticals with GM HR or on decentralization it under concerned Vertical heads and make it equally applicable for all verticals in Maharashtra Circle.
3. To decide on the tenure stations applicable for Account wing and changes if any should be effective from date of its order with two years margin and not from retrospective date and after discussions with this association.
4. To publish the data of SSA wise executive strength by showing number of executives working in that particular SSA and it will be highly appreciated that stay particulars of all account wing executives are published to have transparent working.
5. The long stay criteria should be uniformly applied for all executives in all wings except permitted in critical illness as per the transfer policy guidelines
6. To Review the transfer orders by respecting transfer policy and data of executive strength published by HR section in transparent manner and in true HR spirit and not on pick and choose as being done now.
7. To review the cost of transfers as per guidelines issued by BSNL and by giving priority to own cost transfers over the company cost transfers including priority to female comrades while posting in nearby SSAs.
8. To give due consideration to the representations given by all affected executives equally for all by ascertaining all possibilities of posting them in nearby SSA to avoid hardship to concerned executives.
9. To review the cases of retention done on pick and choose basis and make it equally applicable for all either on education ground, medical ground or on immunity ground and retention period should be mentioned in each case or if executives is retained for life time then order should be cancelled and not retained as being done now
10. To direct HR section to mark copies of all such official correspondence to SNEA which is not marked in the recent orders under reference.

With warm regards,

Sd/-

M. S. Adasul  
Circle Secretary,  
SNEA Maharashtra.