

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



Samir Khare,
Circle Secretary
Mobile. 9422101040.
E-Mail: sneamh@gmail.com

To,
Shri. Rohit Sharmaji,
Chief General Manager Telecom,
A Wing, 6th Floor, BSNL Admin Bldg,
Santacruz (W), Mumbai-400054.

No. SNEA/MH/Cir Corr/2022-25/9

Dated 17th Feb-2023.

Sub: Request for giving meeting to SNEA for discussing various pending HR Issues of executives of various streams of MH Circle.

Respected Sir,

SNEA MH Circle is representing more than 1350 executive's in MH Circle. We believe in resolving issues through dialogues. We assure you that we will support the Circle Management in Development issues for betterment of BSNL but at the same time we expect that MH Circle administration will take quick and adequate measures to resolve the long pending HR issues in the Circle which are causing resentment among the employees. We are hopeful that you will spare your time to go through the pending HR issues in various vertical heads in MH Circle.

We are thankful to you for taking lead to resolve various HR issues but at the same time want to bring to your kind notice that even after your instructions suitable action not taken by the concerned officials. We are thankful to you that after assuming the charge of CGM, MH Circle you have given us opportunity to present before you various issues related to BSNL Development, HR issues and issues related to Executive Strength justification in different SSAs/BAs and giving us confidence about transparent working of your good office.

Sir, as you are aware that Maharashtra Telecom Circle is one of the biggest telecom circle in every aspect be it revenue collection, business growth prospect or staff. All this factors are interlinked and directly proportional, thus if we resolve the staff issues there are great prospects of having higher achievement of business targets. During our last two meetings we feel assure that during your regime as CGMT MH Circle no HR issue will remain pending.

I wish to bring to your kind notice though that there are certain pending issues before your joining as CGMT and also certain issues are not being addressed even after you have assumed the office.

Before moving on to escalation of various issues before you, I wish to point out that there exist a Transfer Policy in MH Circle approved by Circle office and accepted by all the Associations since 2014. This transfer policy adheres to the transfer policy guidelines by corporate office and amended from time to time. Till recent times the orders were issued as per the MH Circle Transfer policy but now it is observed that there are certain violations of Transfer Policy. Being the association representing about 2/3rd of the executives in Maharashtra, I felt that it is our duty to bring this to your notice.

I will also like to attract your attention towards the fact that after the VRS 2019 there is acute shortage of executives in many BA's/SSA's. BSNL Corporate office has issued restructuring norms in 2021 and it is expected that the circle office shall follow it but it is observed that the circle office has issued restructuring guidelines in certain streams, which are not in accordance with the corporate office guidelines while in some other streams such as Account wing the restructuring norms in MH Circle are not yet issued.

I wish to discuss various pending issues of HR in detail as below

A) Non Issuance of Tenure Transfer orders and Non-Tenure Request Transfers-

Sir, in our very first meeting on 21st December 2022 we have taken up the issue of pending tenure transfer orders since July-August 2022. In the same meeting we have also brought to your notice that as per the corporate office guidelines of 2016, for the executives posted in tenure station, the transfer order shall be issued before completion of their tenure and they shall be relieved upon completion of their tenure. In further discussion on the issue we have made clear our stand that the substitute for the tenure station shall be from the longest stay list and point to point transfer is in violation of the Court directives and may attract contempt of court. In this matter, there and then, you have instructed GM(HR) to do the needful and issue the transfer order at the earliest.

After about two months of our meeting, I am very sorry to say that despite your clear instructions the Circle Office have not issued the orders for tenure transfer. The Circle administration has delayed the orders in name of publication of Longest Stay List. It is really amazing that the circle office is not having the data for longest stay of the executives. It suggests that either there is lethargy in maintaining the staff stay data in circle office or they are purposely delaying the entire procedure.

The executives who have completed their tenure in July-August 2022 are waiting for the issuance of their transfer orders for last 8 months. I request you once again for specific instructions to issue the Tenure transfer orders at the earliest and give justice to the aggrieved executives. Sir, as we know that the OTP window opens twice a year and January 2023 OTP requests made by concerned executives hence I request you to consider all the executives who are completing their tenure till August 2023 and may be relieved after completion of their tenure.

Here I wish to bring to your notice that some orders of executives working at Tenure Station are issued on own cost and others are left waiting for their orders thus causing resentment among executives whose orders are not issued.

The OTP requests since Jan 2022 are pending and not a single order is issued. The executives who have worked for 3 years or more are eagerly waiting for their request transfer. It is requested to consider the OTP request and issue the transfer orders at the earliest.

B) Rule 8 – Rule 9 Transfers of JAO's/JTO's –

The Transfer policy guidelines by BSNL Corporate office May 2008 and various amendments thereafter, have provision under Rule 8, for inter circle transfer of JAOs/JTO's who have completed 5 years of service in a particular circle. When provision exists in transfer policy guidelines and still continue to exist after many amendments then the Rule 8 transfer shall be issued. But it is observed that since last two years Rule 8 transfers are not issued. It is hereby requested to issue the pending Rule 8 transfer orders of JAO's/JTO's. In this case even consent letter from corresponding circle is also received.

Similarly Rule 9 of BSNL Corporate office Transfer policy provides for temporary transfer for a period of one year. There are about 2-3 cases of Rule 9 transfer of JAO's on medical ground of family or spouse working ground. This request shall be given consideration and the transfer order be issued.

Following cases are pending since long

- (1) Shri Sulabh Badgawen – Rule 9 – Spouse ground
- (2) Shri Vishnu Rankawat – Rule 8 – Consent received
- (3) Shri Vikas Sheron- Rule 8 – Consent received

C) Displacement of executives working in non-popular station for sake of rotational transfers

There are many executives who are working at unpopular stations like Parbhani, Nanded, Beed, Yavatmal, Latur, Nandurbar, Osmanabad, and Buldhana SSA. But in recent calculations some of officers are shown excess and these local officers are under fear of

transfers. These local officers are working at these odd locations due to certain family compulsions and their transfers will create more vacuum in these SSAs.

In recent past it is observed that the executives who are posted to this unpopular stations opt for Hard Tenure Transfer and go out of Maharashtra Circle. Hence it is requested to exclude the names of the officers from the list of rotational transfer in non-tenure stations and let them continue at these unpopular locations.

D) Issues of Electrical and Civil wing

1. **No fixed criteria for deputation from Electrical/Civil wing to Telecom wing and no fixed time limit of deputation** - As per the various guidelines available in the matter of merger of Electrical/Civil executives in Telecom wing it is decided by management to depute executives from this non- telecom background to telecom stream but no particular instructions regarding exist regarding to -

(a) Calculation of excess executives in Electrical/Civil for purpose of deputation in telecom wing.

(b) The time period of deputation.

As no guidelines available transparency is lacking. The long stay criteria for Telecom and Electrical/Civil is different. Criteria and time frame should be fixed for Executives posted on Deputation in Telecom from Civil and Electrical wing to avoid special weightage to some executive's to avoid transfers in their parent wing.

2. Review of work allocation of Executives deputed from Civil/Electrical -

As per existing guidelines the deputed executive may be posted in S&M,EB,CSC etc., but it is found that in certain cases the executives from Electrical/Civil are made incharge of SDCA and are given basic telecom job which is against the policy provided.

3. Need for SDE(L/A) in Electrical Wing -

In electrical wing no promotion orders are issued for more than 20 years and many executives are deprived of regular promotions. There is need of SDE in electrical wing but due to non-promotion there is vacancy for SDE(E).

The options for SDE(L/A) in Electrical wing have been called. Accordingly the executives have given their willingness but till date no promotion order have been issued. In Electrical wing since last 21 months no any LA arrangements are made in SDE LA Cadre ,hence it is requested to issue SDE(E) LA orders in Electrical wing as per available vacant posts of SDE(E) to reduce additional work pressures and will act as moral booster to executives working as JTO since last 23 to 27 years as JTO(E).

4. Publication of long stay list in Civil/Electrical wing and consideration of request transfer on ground of Telecom and account wing -

The long stay list of executives in Civil/Electrical wing shall be published so that the executives coming in the longest stay list may opt for change of station of their convenience. This will benefit both the executives and BSNL and will also be helpful in bringing transparency.

On equilibrium with Telecom Wing executives, the civil electrical wing request transfer criteria shall also be fixed viz. 2 years tenure at Tenure Stations and 3 years tenure at non-tenure station and the orders shall be issued accordingly.

5. Other issues related to Civil/Electrical wing -

- (a) Diversion of Goa Electrical Division at Nasik in line with Civil wing to meet the equal justification on geographical are covered and to get posting executives easily.
- (b) Posting of at-least one Civil wing executives in every BA level and One Electrical wing executives in every Operational Area for maintaining Electrical Services.
- (c) Maintain Equal justification of JTOE/SDEE as per BA category as no any executive posted in Sindhudurg, Gadchiroli in Electrical wing.
- (d) Publication and consideration of last OTP Pending requests in Civil and Electrical wing.
- (e) Calling of willingness from Electrical wing executives for filling Vacant post of Telecom wing executives for posting in Civil L&B Works, Telecom EB, S&M section.

(E) Need for revamp of current Executives Transfer Policy -

The current Executives Transfer policy followed in Maharashtra Telecom Circle formed in 2014 jointly by the Circle Management and the major associations. This policy caused transparency in transfers and created harmony among executives. But after VRS-2019 the scenario have changed owing to restructuring policy and also the commercial dimensions and more revenue oriented approach. At the same time it is needed to consider the geographical constraints and popular/unpopular stations. Hence it is felt that a major revamp in the current executives transfer policy is much needed and the new executives policy shall be framed jointly by management and the recognized associations.

(F) Posting of Office bearers of Associations on sensitive Post and non- transfer of High rank executives even after completion of tenure in sensitive posts -

It is to bring to your notice that even corporate office have already issued guidelines for not posting the office bearers of Associations on critical or sensitive post, to restrain these office bearers from using their post for influencing the executives and cause change in membership. However in Maharashtra Circle office it is observed that office bearers of Associations are holding key positions and may influence the executives, hence it is requested to change the section of such executives.

It is also to bring to your kind notice that in Maharashtra Circle many high ranked executives and other executives have completed their tenure on sensitive post but are still continuing on the same post. It is hereby requested to look into the matter on priority.

(G) Allowing usage of Conference Hall for meetings of Unions/Associations on rent free basis

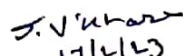
The Unions and Associations are meant for welfare of employees of BSNL. They act as a bridge between the management and the employees. It is essential to hold meetings of this employees to make them aware about the development and other activities going on in BSNL. All the members of Unions and Associations are employees of BSNL only and generally no outsider is allowed to participate in the meeting as such the conference hall in Circle office shall be made available on rent free basis for conducting the meetings of Unions/Associations. It is assured that maintaining the cleanliness of the Conference hall will be the responsibility of the Association and we will take care of it.

Sir, these are our suggestions for meeting requirement of executives in post VRS scenario and we are quiet hopeful that you will spare your valuable time and give meeting to SNEA for discussing these issues in depth.

(H) Common Tenure stations for all streams -

IN MH telecom stream various streams are having different Tenure Stations i.e. Buldhana may be a tenure station for Accounts but not for telecom similarly the tenure stations for Electrical/Civil stream are different from Telecom. Now there is a need to redefine the tenure stations and tenure stations shall be common to all streams.

Sincerely Yours,


17/11/23
Samir Khare,
Circle Secretary,
SNEA Maharashtra.

Copy to - General Secretary, SNEA, BSNL Corporate Office, New Delhi.