

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



M. S. Adasul,
Circle Secretary
PH (O): 0222660211 Mobile. 9423082352.
E-Mail: sneamh@gmail.com.

To,

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

No. SNEA/MH/Cir Corr/2019-23/

Dated 7th May 2021.

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

Ref: 1. Our letter No. SNEA/MH/Cir Corr/2019-23 Dated 15/02/2021.
2. Transfer Order No. 3217/CEEM/BSNL/2021/264-A Dated 01/05/2021

Sir,

Vide letter under reference 1, SNEA MH has drawn your kind attention towards different methods adopted by different Vertical heads in dealing with HR activities and how some works are being done by concerned vertical as well as GM HR in duplicity and how some works are unattended and neglected by concerned vertical heads as well as GM HR MH CO and how it has badly impacted on HR activities of executives in different verticals.

We have raised this issue in last online meeting held on 27/04/2021. We are very happy that you have always taken firm stand that HR activities of all verticals will be centralized under GM HR MH CO and same was again assured in meeting held on 27/04/2021.

But, we are sorry to inform that even after your firm assurances, Electrical wing has issued transfer order of seven SDEs in Electrical wing vide order No. 3217/CEEM/BSNL/2021/ 264-A Dated 01/05/2021, and created confusion on your stand of centralized HR activities under GM HR MH CO. If HR activities are centralized under GM HR MH CO, then how this order is issued by Electrical wing needs to be confirmed.

We once again request your good self, either allow CE Electrical and all other vertical Heads to deal with HR issues of Executives of their verticals independently in decentralized manner or let it be centralized with GM HR MH CO Mumbai and there should be uniformity among all verticals.

Let the in charge whoever may be take total responsibility of all HR activities of that particular Heads in respect of Transfer posting, SSA wise Executive strength, Time Bound promotions, Confirmation , Individual HR issues, Medical issues etc and none of this work is pending for any of the executives.

We are hopeful that your good self will take immediate review of this pick and choose working and partial centralization and partial decentralization and issue firm order either for centralization of HR activities of all verticals under GM HR MH CO or keep it with all concerned vertical Heads in uniform manner.

Sincerely Yours,

Encl: AA

Sd/

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

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

MAHARASHTRA CIRCLE



M. S. Adasul,
Circle Secretary
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E-Mail: sneamh@gmail.com.

To,

Shri. Ramakant Shrama,
Chief General Manager Telecom,
Maharashtra Telecom Circle,
6th Floor, A wing, BSNL Admn Bldg,
Santacruz (W), Mumbai-400054.

No. SNEA/MH/Cir Corr/2020-2023/

Dated 15th 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.



No: 3217/CEEM/BSNL/2021/264-A

Date: 01/05/2021.

OFFICE ORDER

Subject: Transfer and posting in the grade of SDE (Elect).

Following transfers and postings in the grade of SDE (E) are hereby ordered with immediate effect.

S. No.	Name of Executive	HRMS No.	Present place of posting	Posting on transfer	Remarks
1	Shri. G. P. Kanoje	199212829	ESD Parbhani	ESD – I Aurangabad	At own cost
2	Shri. M. F. Agrawal	198907809	ESD Wardha	ESD – II Pune	At own cost
3	Shri. S. G. Karmarkar	199412854	ESD Sangli	ESD – III Pune	At own cost
4	Smt. N. C. Daflapurkar	199412702	ESD Bhandara	ESD Chandrapur	At own cost
5	Shri. S. D. Kasbe	199902240	ED Solapur	SDE (EP) Aurangabad	At Company cost
6	Shri. R. V. Bihade	199604973	ESD Dhule	ESD Kalyan	At Company cost

1. Necessary charge report may be furnished to all concerned and necessary entries may be made in ERP/HRMS/Service Book.
2. Leave, if any, applied by the executive(s) shall not be granted.
3. The concerned officers are required to clear the ERP PRD inbox and Universal list in ESS as applicable for the items immediately.
4. Shri. S. D. Kasbe SDE (EP) Aurangabad shall carry out the work of non sensitive nature only.
5. This is issued with the approval of the Competent Authority.


Superintending Engineer (E)
BSNL MH Electrical Zone,
Mumbai – 54.

Copy to:

1. The CGM, MH Circle, Mumbai for kind information please.
2. The GM (HR), MH Circle, Mumbai for kind information please.
3. Concerned BA, SSA heads for kind information please.
4. The SE (E), BSNL Electrical Circle Nagpur. Shri. S. D. Kasbe SDE (EP) Aurangabad shall be assigned the task of non sensitive nature only.
5. All EE's (E) in MH Circle.
6. Concerned officers through their controlling officer.