

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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To,

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

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

Dated at Mumbai the 12th May 2021.

Sub: Request for issuing clear guidelines for BA/SSA Heads for utilization of executing strength of Civil/Electrical wing or giving additional charge to these executives.

Sir,

We are receiving some issues from the executives in field units that some of the SSA/BA Heads are issuing transfer orders of Executives in Civil and Elect wing to Telecom wing without knowledge of concerned Vertical Heads. As per well-defined procedure and guidelines, for all such orders the consent of CE Civil/Electrical Mumbai is must. Same is followed by some of BAs/SSAs but majority are not following it and either these Executives in Civil/Electrical wing are transferred for works in Telecom wing or they are given additional charge of the works of Telecom wing without consent or approval of CE Civil/Elect or GM HR MH CO.

Such orders are hampering works of both wings i.e. Civil/Electrical and Telecom wing as the concerned executives are not able to give full justice to any of the works. Also, in case of leave of the said officer, all such works are pending as neither officer from Civil/Electrical wing is taking care of it, nor the Officer from Telecom wing is taking care of it. The individual officers are also facing some issues with such dual reporting to their vertical Heads and SSA/BA Heads and are not in position to decide to which work they should give priority as in either case, one superior will be annoyed.

Further, in many cases the works are given partially to more than one officer when it is quite possible to allow one officer to take care of works of Civil/Electrical wing and other to take care of Telecom wing and there should not be any such mixed arrangement of dual reporting. It may be fact that some of executives in Civil and Electrical wing may not have justified work, but same is to be accessed and finalized by the concerned Vertical heads or by GM HR MH CO at Circle level. Additional work to Electrical, Civil, Account wing officers or deputation to Telecom wing are the policy decision and needs to be decided by the Circle Office and SSA Heads may please directed not to issue any such order locally.

As such, it is required that work load of executives in Civil and Electrical wing may be accessed and justified by Vertical Heads of said wings or by GM HR MH CO and if any executive/s is/are found in excess in any SSA, he/she may be ordered to work on deputation to Telecom wing of said SSA or given some additional workload and this needs to be decided by GM HR MH CO in consultation with Vertical Heads BA/SSA Heads and it should not be left to BA/SSA Heads to issue pick and choose orders and giving additional workload to only selected executives.

Sir, in this regards, it is requested to take policy decision on deputation of Civil/Electrical wing executives in Telecom Wing or giving full/partial workload of telecom wing to these Executives and matter may be decided from Circle Office for all SSAs/BAs and not as being done by SSA/BA Heads as done now on pick and choose basis. This will help in proper distribution of works among the executives all over Maharashtra Circle.

Sincerely Yours,

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