

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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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 at Mumbai the 28th May 2021.

Sub: Request for settlement of grievances created by Shri. Aman Jaiswal, leave period looking after GM HR by issuing unwanted/avoidable company cost transfers orders from Non-tenure to Non-tenure stations with deliberate violations of transfer policy.

Ref: Order No. MHCO-STFb/12(11)/2/2021 % GM HR Admn/87 Dated 22/05/2021.

Sir,

First of all, we convey our sincere thanks and gratitude to your good self for listening long pending grievances of executives at Non tenure Stations who were waiting for consideration of their requests from last one and half year and also for consideration of request transfers of executives working at Tenure stations. Many of the comrades whose request is given consideration have conveyed thanks and we sincerely pass on it to your good self for initiatives and steps taken for giving consideration to about all request transfers i.e. 34 Request from Tenure stations and 125 Requests from Non Tenure stations.

Sir, we feel very proud that since you have taken over the charge of CGMT MH, you are continuously taking very hard efforts, by conducting meeting with SSA/BA heads on regular basis, monitoring minutely the BSNL MH services and revenue loss. You are always trying with your positive attitude to overcome from such critical condition by various means and always trying to control the expenses and to increase the revenue of BSNL MH. Hope BSNL MH will flourish a lot under your positive attitude and strong leadership. We put on records that there is much change in working of MH Circle and Circle Office but only our concern is about 194 mass transfers from Non-Tenure to Non-Tenure stations at company cost which has created mass unrest among executives with loss to BSNL. We feel that it will be big hurdle in your sincere efforts for growth and development of MH Circle.

When we convey our pleasure and happiness for consideration of Request transfers, taking clear stand on posting of executives SSA to Mobile /Nodal and vice versa, unfortunately we have to convey our protest for creating fresh grievances by issuing extra transfers with violations of transfer policy guidelines. The poor HR approach of Shri Aman Jaiswal, the leave period Looking After GM HR has spoiled your name and fame and also the name of MH Circle throughout BSNL. Since your joining as CGMT MH we have updated you in person as well as by letters dated 15/02/21, 27/02/21, 04/03/21, 10/04/21, 07/05/21, 12/05/21 and 18/05/21 about poor approach and biased attitude by Shri. Aman Jaiswal towards HR activities. In online meeting also, we have expressed concern over it and your good self has assured for minimum transfers in transparent manner.

But it seems that our concern is not taken seriously by your good self and you have given extra free hand to Shri. Jaiswal to issue avoidable company cost transfers from Non-Tenure to Non-tenure Stations causing mass unrest among executives in Maharashtra Circle. We have received hundreds of calls asking about such mass transfers/dislocation at odd places at company cost from affected executives of MH Circle, from some of SSA/BA Heads, from other Circles and even from BSNL Corporate Office and majority were asking how CGMT MH acted in such ruthlessly in pandemic and no one is blaming Shri. Jaiswal.

Sir, you may remember that we have repeatedly made your good self aware about poor attitude of Shri. Aman Jaiswal Looking After GM HR MH CO and how he is known for his poor HR knowledge in dealing with such sensitive issues. Your good self may check from past records how he has intention to trouble executives due to his poor understanding about HR issues. Earlier CGMT MH Shri. Manoj Kumar Mishra has rightly understood his poor HR approach and he has kept him under total control and he never allowed such mass transfers even though Shri. Jaiswal has proposed such transfers about four to five times in a span of one and half year. When Shri. Jaiswal was not allowed to play with sentiments of Executives by then CGMT MH, under frustration, he has opted for change of section to CE Civil Mumbai. But the mind of Shri Aman Jaiswal is held up rather struck up in HR section and he is not interested in Civil wing works but having over interest in HR section. Earlier he was having responsibility of corrections, and this time he only has to create issues and let next person face the consequences type attitude is seen in this transfer order.

It can be seen from the fact that since he is posted as CE Civil Mumbai, since last six months except few days, he never seat in office of CE Civil Mumbai and it is locked. He is totally interested rather greedy only for the post of GM HR and his request for transfer from post of GM HR was crocodile tears under frustration as he was not given free hand to play with sentiments of executives by Shri. Manoj Kumar Mishra then CGMT MH. Shri. Jaiswal has neglected works of his original portfolio of CE Civil Mumbai wherein important works of Land monetization, revenue generation through renting are pending as he is full time seating in office of GM HR and never bother to even visit to office of CE Civil. It is seen that he is regular in HR section which he got under leave period looking after arrangements and neglecting his regular Civil section. He has forgotten while issuing these transfers that he is only having looking after charge of GM HR and he is not regular GM HR.

We were expecting that during second wave of pandemic and when many officers are affected by it, Shri. Jaiswal will change his attitude and behave like Intellectual Human Being at Most important post of GM HR. But we are sorry to see that the original attitude of Shri Jaiswal is not changed and he has again played with life of executives in Maharashtra Circle and he has only applied his poor approach of head for head by issuing very odd and avoidable transfers from Non-Tenure to Non-tenure stations at company cost. In considering Tenure/ Non tenure Request is simple process and no need of application of mind and similar casual approach and absence of expertise special in HR approach to deal with critical rearrangements in Non-tenure transfers at company cost has spoiled the entire good work.

All the executives in MH Circle, were happy when Shri. Aman Jaiswal was transferred from Post of GM HR and was given charge of CE Civil Mumbai. But its bad luck of Maharashtra Circle that the newly posted GM HR was given wrong feedback may be by Shri. Jaiswal about activities in HR section and under such extreme fear created in his mind, Shri. S.K. Mishra new GM HR, first went on long leave and got transfer issued to TN Circle and left within no time. In emergent vacancy created by leave of Shri. S. K. Mishra then GM HR, Shri Jaiswal is again given additional charge of GM HR as leave arrangements between post of GM HR is with CE Civil. Meantime transfer of Shri. Manoj Kumar Mishra then CGMT MH has been treated as great opportunity by Shri. Jaiswal to take over charge of GM HR again and we were expecting some change in his working style, but unfortunately we did not find any change rather he has taken extra benefit of this opportunity to fulfill his old pending dream to disturb our executives by random and ruthless transfers and enjoying their disturbance and harassment in **“Mugambo Khush Huva”** villain attitude.

By understanding his poor HR understanding and malafide intention to create trouble to executives, we have tried our level best to make your good self aware about his such extreme poor attitude and we were happy to get good response from your good self by firm assurances and involvement in HR activities to better extent. To overcome fear expressed by us, your good self has firmly assured that you have worked in the field units throughout life and you are well aware about the field problems and have assured us to look into depth while issuing transfer orders. In the special online meeting held with Associations on 27/04/2021 to give brief on proposed transfers, your good self has reproduced your stand of total transparent working, publishing data and issuing minimum transfers. In conclusion of meeting you have given clear instructions to Shri Jaiswal that you do not want to listen any complaint of

violation of transfer policy and we believed on your clear instructions with expectations that your good self will take over total control of HR matters. But you may have find that not only we, but others including some of SSA/BA Heads have raised concern complaints about this transfer, but Shri. Jaiswal continues with his stand that he has done everything right.

We were on hopes that you are looking into all such violations, but we are sorry to say, there are many violations of transfer's policy as you have given total free hand to Shri Jaiswal. We do not find controlling hand which was firmly used by earlier CGMT MH last two years. We were hopeful and optimistic that you will not allow Shri. Jaiswal to play with life of executives in Maharashtra Circle and words given by your good self will be respected as gentleman promise. But this order has proved that our hopes were wrong and your words has no meaning over the game plan of Shri Jaiswal to play with life of executives.

Sir, it is clear that you have given total free hand to Shri. Aman Jaiswal to play with sentiments of executives or your good self has come in his trap of projection that he is expert in HR activities as he has readily available data of executives in his computer and he is best HR manager in the world. He is known for giving such exaggerated information to CGMs as we have seen it over the period. But fact is that Shri. Aman Jaiswal is working like a data entry operator and his working is like that of person playing with data and do not have even lowest level of HR approach. In this entire transfer posting order issued now, as usual he has decided transfers single handedly, when he has two ADs and One DGM specially posted for these works of transfer posting of executives. Unfortunately all these three officers are used just as helpers of GM HR to only give/collect whatever information/additional information required by Shri. Jaiswal. This is main reason that even small small issues are not taken care in this transfer order and also reason for becoming it as mass transfer which has spoiled your name as CGMT MH.

Your good self has assured that SSA wise revised vacancy position will be published before issuing transfer orders. You have also assured that though data of request transfers will not be published on MH Intranet, it will be shared with Association leaders to check where request of any executive is missing or name of any executive who has withdrawn request is still under consideration or if there is need of options to be given in case if any of SSA has more number of incoming Requests. You have also assured to have transfer orders in totally transparent manners, but unfortunately neither revised SSA wise executive strength was published even after taken time of about one month from last meeting, no data of request transfers was shared with associations and there is no transparency followed. This entire matter is limited to you and only Shri Jaiswal and DGM legal who is in charge of HR section along with his two ADs has limited role of processing in e file and signing orders.

Sir, we have analyzed entire transfer orders issued and we have seen many violations of transfer policy guidelines, many issues related to counting of stay, deliberate disturbance to executives on pick and choose basis, deliberate attempt to disturb working of major SSAs like Pune, Nagpur and Nashik, extra and unwanted transfers while posting to and from Mobile section or posting to CNTX Circle, posting executives more than the justified in some of SSAs, transferring executives at Odd places so that they face extreme difficulties, pick and choose approach while positing to tenure and non-tenure stations, violating policy for positing to tenure stations, excluding some names from transfers on pick and choose basis etc. The overall attempt of these orders seems to be purely transferring more number of executives and disturbing them and their family members in this difficult pandemic period.

As mentioned in order and as per known attitude of Shri Jaiswal, it is clear that he will be behind you for force ERP reliving of all executives by 11/06/2021, just to justify his wrong doing and creating his image as world's best HR Manager and hide all wrong doings and malaise actions under pressure tactics. His such activities have always disturbed working of SSAs, but he do not bother about it and he continues to work in his own style **“Meri Murg ki eek tang”**.

By now many SSA/BA Heads also have brought to your kind notice the deliberate issues created by Shri Jaiswal and how they are facing issues to maintain SSAs/BAs after these mass transfers. The SSA/BA Heads are responsible for loss and profit of SSAs/BAs and its overall functioning and we are sure if these company cost transfers are implemented as it

is, the majority of BA/SSA and Vertical Heads will face serious issues in overall functioning of SSAs/BAs.

Sir, if you think that whatever Shri. Aman Jaiswal has done is right and perfect, then we do not have any issue and our only request is to post Shri. Jaiswal as BA Head at Chandrapur, Amravati, Aurangabad and Solapur which are vacant as on today or BA like Kalyan, Jalgaon, Nashik and Nagpur which are deliberately disturbed by Shri Jaiswal. Let him prove his intelligence and expertise skills of managing BAs in such poor condition of manpower. If he has any issue in shifting out of Mumbai as BA Head, he may be given charge of vacant post of GM EB Mumbai from where he has transferred about all executives in one stroke and let him manage the EB section with newly posted executives who are not aware about Enterprise Business activities. If your good self is putting him in chair of SSA/BA/Vertical Heads, then only he can understand difficulties faced by them due to such mass and arbitrary transfers.

If it is not possible to post Shri Jaiswal as SSA/BA Head, GM EB then please have to depth review of his actions personally on above points and take damage control action and give energy and confidence to the executives including BA/SSA Heads that you as CGMT MH is with all of them in true spirit and you really want to see overall Growth and Development of Maharashtra Circle. This will firmly show your concern about the agony and troubles to the executives in MH Circle in pandemic situation wherein many have lost their family members, close ones and relatives and will give confidence that till Human approach is alive in BSNL Maharashtra Circle under your able leadership.

We have analyzed all these grievances and violations and ready to share with you. But as your good self has vast experience of HR activities and we are of the firm opinion that if your good self-intervene in the HR activities to total depth, you will easily find how Shri. Aman Jaiswal has played with life of executives and also with the interest of BSNL. We put on record the facts that Shri. Jaiswal has spoiled name of Shri. Peeyush Khare then CGMT MH as he much believed and has given him free hand to Shri Jaiswal, but there is no any issue reported during period of Shri Manoj Kumar Mishra then CGMT MH as he has rightly understood attitude of Shri. Jaiswal and has kept him under total control. It is up to you, whether to take over control or give free hand and continue to damages your image.

It may be please seen that total 194 transfers are issued at company cost which are highest company cost transfers issued in last ten years. After VRS 2019, the executive strength has reduced to 50 % and transfers should have been reduced to 50% of earlier year/s, but it has been double than earlier. The unrest and hardship may be please seen from the fact that within five days from order more than 150 representations are received.

When we are bringing all these facts to your knowledge, Shri. Jaiswal may use his old tactics and manage letters cum certificates from some other leaders who do not have members or if have then in single digit in Maharashtra Circle that how he has issued transfers in best possible manner. But fact is that, SNEA has highest members and about 90% of executives under transfer in this order are members of SNEA. This is reason why we are seriously concerned about this issue. SNEA MH is having highest members in Maharashtra Circle and representing to majority of executives in all wings and cadres and we cannot be mute spectator on such deliberate harassment and torture of our executives with deliberate violations on transfer policy guidelines. Please do not believe on such certificates about so called expertise of Shri. Jaiswal received if any or even do not believe only on our say but please check from office records and confirm facts from responsible officers in Maharashtra Circle. If you have to believe to somebody on this matter then please fully believe on say of SSA/BA Heads with free and fair discussions as they have to manage SSAs/BAs and real stake holders to decide on this issue and running BAs/SSAs.

Sir, already all executives are under fear of pandemic and its direct impact on colleagues and family members as many have lost dear ones in this second wave. **Insensitivity of Shri. Aman Jaiswal is seen from his extreme approach that he has transferred late Com. Sanjay Deshmukh, who has passed away due to pandemic Covid. How can be dead officer transferred needs serious thinking on casual approach in which these transfers are issued. Further Shri. Jaiswal has issued transfer order of SDEs to**

who he has relieved from Maharashtra Circle on transfer to other Circles. This is nothing but mental torture of these officers and waste of money of BSNL. There are many such issues noticed by us and we are consolidating it and will submit details to you very shortly.

The poor thinking Shri. Jaiswal may have been observed by your good self, during online meeting, when one of leader of association has stressed for medical ground requests certified by Civil surgeon wherein Shri Jaiswal has shown his level of thinking that Civil Surgeons are issuing certificates for silly reasons like pain in leg (Pair Me Moch). How can Senior Officer of level of GM HR of biggest Telecom Circle think that Civil surgeons are fools to issue certificate for 'Pair me moch'. But Shri. Jaiswal who is keeping such ill mentality can think on any such lower level and also can comment to support his lowest level of understanding on medical cases and authority and responsibility of Civil Surgeons. If this is work and approach of GM HR, then it is better to keep the post of GM HR vacant. We are sure as seen in past there will not be any issue if the post of GM HR is vacant till new and regular GM HR joins, but please do not allow Shri. Jaiswal to play with life of executives in Maharashtra Circle.

We hereby bring to your kind notice that to justify his wrong acts, Shri. Jaiswal will not give consideration to many of genuine requests and will process in files all such cases with negative remarks. Hence it is right time that he is freed from responsibilities of GM HR and given full time responsibility of CE Civil and let new regular GM HR posted for MH Circle, look into all these grievances created. With this approach only justice is possible to the executives who are being tortured during pandemic second wave by issuing such arbitrary transfers and he or his greed should not be further allowed to play with life of executives in Maharashtra Circle as leave period looking after GM HR.

Sir, if you continue to believe Shri. Aman Jaiswal and if the company cost transfers from Non-Tenure to Non-Tenure on name of meeting shortages is implemented as issued now, there will be much impact on growth of Maharashtra Circle as it created negative wave among executives in Maharashtra Circle. As a result of this order, in days to come, majority of executives will opt for transfers out of Maharashtra Circle and mainly to all India tenure stations, against your desired proposal to reduce all such out of Circle request transfers. It can be found that number of transfer out of Maharashtra Circle has reasonably increased since Shri. Jaiswal has joined as GM HR Mumbai. If he is allowed to continue as GM HR in such extreme biased manner as per his understanding, more executives will opt for transfers out of Maharashtra Circle.

Sir, whatever we have stated above is factual and if your good self want to confirm same, we are ready for discussions with supporting documents and proofs. But our only request is to have review of the transfers issued from Non-tenure to Non-tenure stations at Company cost. This is possible only if either your good self take over total control of HR activities or keep Shri. Aman Jaiswal away from HR activities,

This is our humble submission in the interest of BSNL as well as in the interest of executives and their family members who are already facing second wave of pandemic and when we are losing at the rate of minimum one BSNL employee per day. Please vanish negative energy created by these mass transfers and give confidence to our workforce with some firm and visible actions in total transparent manner and well within the transfer policy guidelines as assured by your good self.

Sincerely Yours,

Encl: AA

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