

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 at Mumbai the 18th May 2021.

Sub: Request for review of the SSA/BA wise restructuring Norms/SSA wise Extractive Strength for Electrical wing executives In Maharashtra Circle.

Ref: Order No. 3217/CEEM/BSNL/2021/37 Dated 21/01/2021.

Sir,

SNEA MH conveys sincere thanks to your good self for conveying special online meeting of all recognized Associations in MH Circle for updating us on steps being taken by your good office in issuing proposed transfers and strategies being adopted for it. During this meeting SNEA MH has drawn your kind attention towards certain issues with SSA wise justification of Executive Strength of Electrical wings and your good self has directed to submit it details in writing. Accordingly, we are submitting the issue and details are as follows.

Sir, by now Telecom, Account and Civil has published the SSA wise Executive strength and it is by and large accepted by all and GM HR MH is working on further process of consideration of request transfers and equalization of executives to meet shortages, but same is not followed for Electrical wing executives.

As on today, the SSA wise executive strength is not published either by HR wing or by Electrical wing. We have come to know that though it is not published Electrical wing has finalized executive strength in JTO, SDE and EE cadre also for each SSA/BA and telephonic and internally circulated options are being called on the basis of this unpublished Executive strength. If SSA wise data of executive strength and number of Sub Divisions and Divisions data is finalized, then what is issue in publishing it is not clear. If data is not ready then why this exercise is being carried out by Electrical wing is also not clear.

The working of Electrical wing in such hidden and non-transparent manner and total silence by GM HR MH CO on issues related to Electrical wing has created much confusion on HR activities of Electrical wing executives. From the vacancy position shown in the letter dated 21/01/2021, and working strength as on today, it is understood that Electrical wing has decided Executive strength, but same is neither circulated internally nor published on MH intranet publically as done for other verticals.

From this Executive Strength, it can be seen that the justification of executives in each SSA is done as per wish and will of officer/s who have prepared it and no proper justification is given consideration while deciding requirement of each SSA. The details of issues in such unpublished data are as follows.

1. As per BSNL CO guidelines, justification of executives in is to be done as per the predefined category of BAs, but same is not equally followed here.
2. As per this unpublished justification, there are Five Divisions proposed in Maharashtra Circle one each at Nagpur, Aurangabad, Pune, Kolhapur, Goa. The details of proposed five divisions of Electrical wing is as follows.

- a. The Nagpur Division will cover Three BAs viz. Nagpur, Chandrapur and Amravati and Five SSAs viz. Bhandara, Wardha, Gadchiroli, Akola and Yavatmal SSA. i.e. Total Eight SSAs.
 - b. The Aurangabad Division will cover Three BAs Aurangabad, Nanded and Jalgaon and Five SSAs via Buldhana, Dhule, Jalna, Parbhani and Latur. Total Eight SSAs.
 - c. Kolhapur Division will cover Three BAs Kolhapur, Satara and Solapur and Four SSAs Ratnagiri, Sindhudurg, Sangli and Osmanabad. i.e. Seven SSAs.
 - d. One separate Division for Pune SSA and One separate Division for Goa SSA.
3. From this justification, it is clear that there is no consideration for Category of BA/SSA and only Geographical locations are given importance but geographical area and infrastructure to be maintained by these Officers is not given proper consideration.
 4. It is not understood how the Electrical wing has treated Goa at par with Pune and how similarly placed BAs like Nagpur and Nashik are neglected is not clear.
 5. This proposed arrangement if implemented will create unequal work distribution among the Officers in these proposed Divisions/Subdivisions and some of Divisions like Goa will have not even workload of one SDE as compared to SDEs proposed to be posted in other SSAs, but here one EE, Three SDEs and Four JTOs will be posted in Goa SSA, while in most developing BAs like Nagpur and Nashik, no separate Division is proposed and show will be managed with just one SDE or One JTO for Mtce and development activities of these BAs.
 6. The Distribution of Divisions is not equally and Goa SSA is being given special treatment and unnecessarily Electrical wing SDEs and JTOs will be compelled to join at Goa SSA which is tenure stations. **This will create chain of transfers under tenure policy of two years and it will be heavy burdon on BSNL for unjustified posts of JTOs/SDEs and regular transfers in company cost at every two years interval.**
 7. As per these unpublished restructuring norms, there is no division shown in Mumbai, even no subdivision is justified for CO Mumbai, TF Mumbai and CNTXW Mumbai. But it is fact that there is full fledge Electrical wing division existing in Mumbai. This non proposed Division will cover Four BAs Kalyan, Nashik and Ahmednagar and TF Mumbai and Four SSAs viz. Beed, Raigad, Circle Office Mumbai and CNTXW Mumbai. i. e. Total Six SSAs and nothing is clear about continuation of Mumbai Division.
 8. In Nashik SSA, already fully functional Division was existing and same is being proposed to abolished now and Nagpur Division is given additional work load of entire Vidarbha with Geographical area 650 Kms from Akola to Gondia. Here Goa Division will have only about 100 Kms geographical area. Thus, it is clear that requirement of SSAs is not given care, but efforts are being made for continuation of Goa Division, without required justification and after VRS scenario requirement.
 9. It is seen that earlier there were Eleven Electrical Divisions which are being reduced to six and divisions at Akola, Nanded, Solapur, Dombivali and Nashik are proposed to be closed or closed, but special efforts are seen for continuing Division at Goa though it is not geographical center, and not having justified work of Division.
 10. On preliminary discussions with concerned officers in Electrical wing, it is being informed that there is no division proposed in Mumbai. It means the Nashik, Kalyan, Raigad, CO Mumbai, CNTXW Mumbai will be added either to Pune or Aurangabad. **In such case work load of Aurangabad and Pune Division will be much multifold of Goa Division. For separate Goa Division, it is being justified that Goa is separate state and there will be issues of GST and hence separate division is proposed.**
 11. We have tried our level best to get justification for separate division only at Goa, we have not received any information except reason of GST related issues.

12. It is important that here Civil Wing is having similar issues at par with Electrical wing but it has nicely divided entire Maharashtra in Five Divisions i.e. one at Mumbai, Pune, Kolhapur Aurangabad and Nagpur. But as Electrical wing is much interested in continuing separate division in Goa SSA and hence this confusion of GST seems to be created.
13. Further while distribution of executives in each BA and SSA, different Norms are applied whereas same norms needs to be justified for all BAs and SSAs as per its category.
14. It is proposed to have only one post of JTOE in all SSAs, but while justifying post of JTO E for Raigad SSA, two posts are justified. When other Big SSAs like Sangli, Gadchiroli, Dhule, Akola and Sindhudurg etc can be managed with one single JTO, then what is need of one additional JTO at comparatively small SSA Raigad is under question.
15. In similar manner, in no SSA, post of SDEE is justified, but for Ratnagiri SSA, one post of SDEE is justified and there is no reason to justify such unwanted posting except adjustment for some individual to get accommodated at Raigad and Ratnagiri SSA. Most important is both are small SSA and tenure SSAs and such additional posts will create burdon of frequent transfers as seen in case of Goa SSA.
16. It is seen that for Category III SSAs post of one SDE and two JTOs are proposed. But on pick and choose manner Two SDEEs are proposed to be posted in Goa and Aurangabad BA against equally justified one post. When it is proposed to post Two JTOs in each Category III BAs, double than this posts of JTOs are proposed in Aurangabad, Goa, Kalyan and Kolhapur SSA as these SSAs will have four JTOE post.
17. It is good that in Category IV BAs the norm of posting one SDE and Two JTOs is equally followed and we have nothing to say in it.
18. We have no issue, if more SDEs and JTOs are proposed in any SSA/BA, but it should be equally for all SSAs/BAs of that Category and not as per requirement of individual.
19. From this justification, it is clear that by considering requirement of EEs, SDEs and JTOEs, there will be only 5 to 12 excess JTOEs and as proposed by your good self, services of this many JTOs will be utilized in Telecom wing. But about Five JTOs are already working in Telecom wing on deputation and five more JTOEs are deputed from Electrical wing to Telecom wing. Hence there is need of taking back some JTOs to Electrical wing and there is no need posting additional JTOE to Telecom wing.
20. Some of JTOs deputed are unwilling to join Telecom wing and have submitted their grievances, same may be please given consideration and other JTOs willing to work on deputation may be please given consideration.
21. It is also submitted that some of JTOs are working on deputation to telecom wing for years together and repeated request by others are shown dust bin without assigning any reason to concerned officer. There is need of phase manner shifting of Executives on deputation to Telecom wing and all should be given equal opportunity.
22. Further in Electrical wing there are some executives who cannot be given posting on sensitive posts and such officers are underutilized and while consideration of deputation to telecom wing, these officers should be given priority so that manpower can be properly used.

Sir, all above facts will make clear the issues about unequal and pick and choose justification of executives and how posts at some specific SSAs/BAs are being justified in excess as per requirement of individual and not as per requirement of BSNL. We have brought these issues to knowledge of concerned Officers in Electrical wing as well as GM HR, but same are either deliberately neglected or not given consideration even though the issues are principally agreed during discussions.

The justification of posts will have long impact on working of SSAs and Electrical wing and hence it needs to be given consideration as policy manner and not as per the requirement of individual which is always temporary.

To overcome all these issues and to have permanent arrangements for Executives in Electrical wing well within the policy guidelines issued by BSNL we hereby request your good self to:

- I. Review the proposed Divisions of Electrical wing and change the merge separate Divisions proposed at Goa and Kolhapur and one Division may be proposed and made functional at Mumbai. The Divisions of Goa and Kolhapur may be merged with its HQ either at Kolhapur which will be central place for all other SSAs or may be kept at Goa as proposed by Electrical wing.
- II. While deciding justified post in any BA or SSA, the equal justification may be given to BAs/SSAs in same category and whatever criteria should be applied should be equally applied for all BAs and SSAs in one particular Category.
- III. It will be highly appreciated if by recognizing service of 20 to 24 years rendered by JTOs in Electrical wing one time decision is taken to given equal responsibility to all JTOEs at par with SDEES as done in Telecom wing. The JTOEs either at Telecom or at Electrical wing may be given SDE LA orders as all have rendered long services and they should not be compelled to work under juniors from any wing.
- IV. The Excess JTOEs, if found any, may be given option for posting to suitable place in Telecom wing as per his/her request.
- V. Further it is already declared that SSAs like Nagpur have excess executives of telecom wing and no JTOEs should be posted in these SSAs on deputation to Telecom wing. Rather all the JTOEs deputed to Telecom wing of such SSAs, any be redeployed in Electrical wing of same SSA.
- VI. Also, the issue of posting to Non Sensitive post may be taken into consideration while deciding names of the officers to be deputed to Telecom wing.
- VII. Before deciding excess /Shortage of JTOs in Electrical wing in any SSA, the request transfers of executives in Electrical wing also should be given consideration as done for other wings. i.e. request of executives who are completing three years at Non-Tenure Stations and two Years at Tenure stations.

Sir, it once again requested to have review of the requirement of Executives in Electrical wing and settle the ongoing uncertainty being faced by these executives.

Sincerely Yours,

Encl: AA

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