

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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Circle Secretary  
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To,

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

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

**Dated at Mumbai the 13<sup>th</sup> July 2021.**

**Sub: Criminal conspiracy by certain officers in Admn/Account section in extending facilities to Particular Associations in view of the window opened for Changeover of the membership of executive Associations.**

**Ref:** 1. Letter No. MHCO-ADMN/13(48)/21/2020/94 % GM HR Admn Dated 09/07/2021.  
2. Letter No. MHCO-ADMN/13(48)/21/2020/93 % GM HR Admn Dated 30/06/2021.  
3. Letter No. MHCO-ADMN/13(48)/21/2020/92 % GM HR Admn Dated 30/06/2021.  
4. Letter No. MHCO-ADMN/13(48)/21/2020/91 % GM HR Admn Dated 30/06/2021.  
5. Letter No. MHCO-ADMN/13(48)/21/2020/90 % GM HR Admn Dated 30/06/2021.

Sir,

With reference to above subject and letter, we would like to draw your kind attention towards the criminal conspiracy by certain officer by issuing letters for extending and withdrawing Facilities to majority and support associations under BSNL REA Rules by utter misuse of authorities of higher officers including that of authority of your good self as CGMT.

Sir, the Membership verification of associations was completed and results were declared on 26/08/2020. In tune with BSNL Corporate office Orders, it was expected that Admn Section of Circle Office Mumbai would have issued letters for granting Facilities to recognised associations for Circle Body and for District Bodies of Circle Office Mumbai immediately on receipt of these orders from BSNL CO. But nothing was done on this by Admn section part for last one year. We also have not raised any concern for extension of facilities neither earlier nor now also as we were not facing any issue for want of such formal letter though the validity of earlier such letter expired on 28/02/2020 and thereafter no fresh letter issued for period of one hand half year.

But all of sudden on 01/07/2021, we have seen above four letters under reference 2 to 5 uploaded on MH intranet wherein REA Facilities are extended to Circle Bodies of SNEA and AIGETOA and District Bodies of SNEA Mumbai and AIGETOA Mumbai. Immediately on 01/07/2021 itself, we have asked AD Admn Mumbai, the very purpose of issuing such letters as no request was raised by SNEA Mumbai to SNEA MH, but AD Admn Mumbai did not gave any response for same.

Then we have discussed with him and asked about wrong period of Circle Body of SNEA MH mentioned in the letter and his stand was that he has correctly mentioned it in letter as three years from date of Elections. We have brought to his notice that the election of Circle Body of SNEA MH was held on 24/12/2019 and accordingly, the period should be mentioned up to 23/12/2022, but in said letter it is mentioned as 22/12/2021. He assured to check and get it confirmed and withdraw said letter and issue fresh letter.

But as AD Admn Mumbai has not acted even though assured, we have made preliminary inquiry about the issues to depth and the reason behind issuing letters at this particular time when window for changeover of membership is open. We have found that there is big criminal conspiracy going on since June 2020 and certain officers in Account and Admn section are involved in it to get/give undue advantage to particular association

by misuse of authorities assigned to them as well by using authorities of their senior officers and these letters are issued exactly during period when window for changeover of Association Membership is open. One side there is deliberate attempt to create issues and confusion by reducing the period of Circle Body of SNEA MH and extra ordinary efforts seems to be taken beyond powers of these officers by intentional violation of the REA Rules and guidelines on the subject for out of turn approval of District Body of AIGETOA Mumbai. The details are as follows.

1. Normally the orders for grant of facilities to the Circle Bodies are issued with approval of CGMT MH and in this case no such approval is taken from your good self or from GM HR Admn Mumbai and letter are issued at the unofficial level of AD Admn Mumbai and it may be or may not be in knowledge of AGM Admn/DGM Admn Mumbai.
2. Earlier all such letters were issued with signature of DGM Admn Mumbai and this time letters are issued with signature of AD Admn Mumbai and others officers including GM HR Admn Mumbai are not aware about it and as file has not reached to you, there is no question of its knowledge to your good self as CGMT MH.
3. It may be please seen that in all earlier such letters, the copies of such letters are marked to PS to CGMT MH, GM HR Admn Mumbai, all SSA Heads, all Unit/Vertical Heads and GS of concerned association. Copy Attached But in present case copy of Circle Body is only marked to CS of said association and copy of District Body is marked to DS and CS of said association and it is not marked or sent to CGMT MH, GM HR Admn Mumbai, all SSA Heads, all Unit/Vertical Heads and GS of concerned association.
4. Further, malifide intention of AD Admn Mumbai is clearly visible from the act of uploading these letters marked to only DS/CS of associations on Maharashtra Circle Intranet Portal. If these letters are not marked or addressed to concerned officer/offices and only marked to DS/CS of association concerned, then what is purpose of granting facilities as neither DS nor CS is authority to grant facilities nor they are empowered to get facilities extracted from the concerned officers/offices in BSNL.
5. Further when these letters are marked individually to DS/CS and not to any other office/officer, then these letters should have sent to concerned DS/CS by email or by hand as all these OBs or their representatives are rightly available in Circle Office Mumbai.
6. We put on records that the only reason for uploading these confusing and non-factual letters on MH Intranet Portal by AD Admn Mumbai is to get/give undue advantage to particularly to District Body of AIGETOA Mumbai wherein AD Admn Mumbai has illegally joined as member and working as active leader behind curtains and lowering credibility of Circle Body of SNEA by spreading wrong information among the executives in Maharashtra Circle.
7. Further attempt seems to be hide the information about this illegal, wrongful and malice action of AD Admn extending facilities by violation of REA Rules from the officers responsible or having authority to grant facilities to Circle and District Body of Circle Office Mumbai. In and deliberate intention of keeping this illegal action to grant facilities to AIGETOA Mumbai and reducing period of Circle Body Mumbai, the copies of these letters are not sent/marked to you as CGMT MH which is competent authority for granting facilities to Circle Bodies and GM HR Admn Mumbai who is recommending authority for Circle Body and approving authority for District Body of Circle Office Mumbai.
8. As per REA Rules 11 Office Bearers can be in District Body if it is headed by PGM Level Officer. As confirmed by DGM Admn and GM HR Admn Mumbai, here for approval of District Body competent authority is GM HR Admn Mumbai and hence there should be only Seven OBs in District Body and not 11 as permitted in this order. Further, if 11 OBs in District Body counting Mumbai as SSA Headed by PGM level Officer, then the competent authority for approval of this Body is CGMT MH Circle and not even GM HR Admn Mumbai as presumed by AD Admn Mumbai. It means in conveying approval of

District Body of AIGETOA/SNEA Mumbai also comes under the powers of CGMT MH and same are misused by AD Admn Mumbai and this is serious offence.

9. Normally, as per prescribed procedure for approval of District Body, the proposal needs to be processed in file for approval of GM HR Admn Mumbai and for Circle Body to CGMT MH and in this cases also file was processed for all four such cases. But GM HR Mumbai has returned the file to DGM Admn Mumbai with remark **“to discuss” which in turn returned to AD Admn Mumbai.** As per this remark in file, naturally it was expected that issues should have been discussed with GM HR Admn Mumbai either by DGM Admn Mumbai or by AD Admn Mumbai and file should have been reprocessed for approval of GM HR for District Body and CGMT MH for approval of Circle Body.
10. But utter malice and with super challenge to authority of AGM/DGM Admn Mumbai, GM HR Admn Mumbai and CGMT MH and by overruling rather **deliberately misusing authority of GM HR Admn Mumbai and CGMT MH Mumbai to approve the extension of District and Circle Bodies respectively, the AD Admn Mumbai has over acted with malice** in mind to damage image of SNEA and give undue favor to AIGETOA in general and AIGETOA Mumbai in particular by issuing orders extending facilities extension without approval or even knowledge of DGM Admn Mumbai and GM HR Mumbai as he was hurry to convey it during period of when window of membership changeover is open.
11. When we have brought this issue to notice of GM HR Admn Mumbai, he was surprised to know that orders are issued when he has not given approval and e-file was returned by him with remark to discuss. When, we have elaborated him details on 06/07/2021, GM HR Admn Mumbai has assured us to look into this serious conspiracy and misuse of his authority without his knowledge.
12. Issuing formal letters without formal approval of competent authorities, was final attempt to give shape to criminal conspiracy started since Jun 2020 for luring executives to join AIGETOA by giving false promises of immunity which is crystal clear from the fact that in District Body of AIGETOA out of 11 OBs nominated and illegally approved, **Six OBs are shown elected as ADS with assurance to grant immunity from transfer** as many of them are due for transfer out of Mumbai and that to be when rule permits immunity to only one ADS out of any number of ADS elected.
13. Further, it is confirmed that the President of this District Body of AIGETOA Mumbai has already resigned from post before month, till he is shown as President in this illegally approved District Body.
14. SNEA MH has no issue in nominating this many ADS or formation of District Body as its their purview, as majority OBs in this District Body have left AIBSNLEA and have joined AIGETOA and 8 out of 11 OBs in District Body are from Account wing who are misguided on authorities of associations and settlement of issues. **We have nothing to say about joining of any association by any executive as it is wish and will of executives to decide and join any association and it's their wisdom to decide.**
15. But we are surprised to see that in formation of this District Body, some Criminal Conspiracy is planned long back and given final shape by issuing orders for granting facilities during crucial period when window for change of membership is open. When we have ascertained facts and actions by Shri. Gulab Hasan, AD Admn Mumbai, we have noticed about such malafide acts and misuse of authorities and thereafter confirmation of these facts from DGM Admn Mumbai and GM HR Admn Mumbai we are now firm that there is deliberate attempt of misuse of authorities on part of AD Admn Mumbai & AO Salary Mumbai and hence putting it on records .
16. It is found that majority of executives who are part of this District Body, are till today members of AIBSNLEA and their subscription is being deducted towards AIBSNLEA. If their subscription is being officially deducted for AIBSNLEA, then it's but natural that they are till members of AIBSNLEA and how they can be member of AIGETOA also. When they are not members of AIGTOA, how can they become Office Bearers of AIGETOA Mumbai, or where Membership of both the associations is allowed to any OBs, needs serious investigation and clarification from your good office.

17. It was responsibility of Shri. Gulab Hasan AD Admn Mumbai to check all these issues, but as he was working as master mind of all these conspiracy, he has deliberately neglected all such official works and blindly issued letter granting facilities to AIGETOA Mumbai and working as leader behind curtains.
18. As per BSNL REA Rules and guidelines issued for approval of membership of any association including changeover of membership, acceptance of request to start/stop salary deduction of subscription of association is only permitted specific period and this year only from 15<sup>th</sup> June to 15<sup>th</sup> July 2021. But here Shri. Rangam AO Salary Mumbai and who is shown as one of the OB in this newly Elected District Body has worked in violation of BSNL REA Guidelines without knowledge of any higher Officers has played with these rules and by misusing authorities granted to him in ERP for changeover of subscription of association and membership of association. **It is noticed that in Month of March 2021, another master mind in this conspiracy Shri. Raingam AO Salary Mumbai**, has changed membership subscription of about 40 Executives out of which majority are members from AIBSNLEA Mumbai to AIGETOA Mumbai when it was not permitted even for single executive till window is opened for same.
19. It can be seen from the office records that in till Jun 2020, subscription for AIGETOA Mumbai branch was deducted only for four members and there is no change in its membership over the period of last 3-4 years. But this criminal conspiracy started since July 2020, wherein Shri. Raingam AO has started deduction of one more members towards AIGETOA Mumbai and it was not noticed by any of his controlling Officers.
20. When he got confidence, that no one has questioned him for his act of illegal deduction of Membership subscription towards AIGETOA Mumbai, thereafter, he dared to add new members only to AIGETOA Mumbai every month and it can be seen that there is additional subscription deducted every month specifically for AIGETOA Mumbai i.e. in July 20- 02, in Aug 20- 00, in Sep 20- 06, Oct 20-02, in Nov 20- 00, Dec 20- 00, Jan 21- 01, in Feb 21- 41, in Mar 21-00, but stopped deduction of 40 members illegally started in Feb 21 and thereafter no change in membership and total membership from Mar 21 to Jun 21 continues as 15 only.
21. Here point to be noted that in March 2021, SNEA has brought all these issues of illegal deduction to the notice of DGM Admn Mumbai and GM HR Admn Mumbai and hence the illegal subscription has been stopped. But no action has been taken against Shri Rangaim AO, who is master mind behind this criminal financial conspiracy.
22. SNEA also have not stressed further by ignoring the actions of Shri. Raingam AO and his team and given them one opportunity to have improvement in such biased and illegal actions. But unfortunately, there is no improvement, but these executives are dared further to reduce the period of Circle Body of SNEA MH and no corrective action was taken when issues were rightly brought to their notice and hence now putting facts and figures on records how Shri. Raingam AO Salary Mumbai and Shri. Gulag Hasan AD Admn Mumbai are biased and dares to take benefits for their association by misusing authorities given to them and by utter misuse of authorities of senior officers including CGMT MH Circle.
23. Further very important point is that Shri Gulab Hasan AD Admn Mumbai main part of this conspiracy as his subscription deduction towards AIGETOA Mumbai has started in Month of Feb 2021 along with other 40 executives who were shown as left AIBSNLEA.
24. The deduction of subscription of Shri Raingam AO towards AIGETOA Mumbai is done in along with Shri Gulab Hasan AD Admn Mumbai in month of Feb 2021 and it makes crystal clear that Shri Raingam is aware about the rules and guidelines on the subject and knowing the facts, he is directly involved in this criminal conspiracy by hand in hand actions with Shri. Gulab Hasan AD Admn Mumbai.
25. It is point to be noted that the Officer responsible to take care of BSNLREA Rules is directly involved in this conspiracy by violations of BSNLREA Rules and how can we expect unbiased work or approach from such biased officer towards all associations.

26. Further, it is clear that the majority of Office Bearers who are elected in District Body of AIGETOA Mumbai, till today subscription of Shri Fume Khan, Smt. Sherin Chako, Shri. Raingam, Shri. Amit Pal, Shri. Md Ansari, Smt Bhumika Vadgama, Smt Megha Pandit is deducted towards AIBSNLEA Mumbai and not to AIGETOA and hence are not officially members of AIGETOA. Most important is that there is no employee working in BSNL with name of Mrs. Megha Pandit but her name is approved as OB of AIGETOA Mumbai. That means out of 11 OBs shown elected in this District Body, seven are not even members of AIGETOA Mumbai. How they can be Office Bearers of the District Body of AIGETOA Mumbai before becoming members of the association and how Shri. Gulab Hasan AD Admn Mumbai approves this District Body in his powers by misusing powers of CGMT MH needs investigation of entire episode.
27. Shri. Raingam AO Salary Mumbai dares to do so as he is given free hand by his controlling Officers and provoked by Shri Gulab Hasan AD Admn Mumbai who is responsible to stop such illegal acts. As such, it seems that Shri. Raingam has assumed that when AD Admn Mumbai and certain so called master minds are with him, no one including CGMT MH, can take action against him.
28. Shri. Rangam AO is known for such malafide financial activities as in the past he has misused authority as AO Salary and has granted TBP Increment for self that to be retrospective effect, without any formal order for Time Bound Promotion either from FC Section, HR section or from Civil/Electrical wing where he was working at that time. Last year, this matter of grant of TBP for self without any order has come to notice of certain Officers in Admn Section, but matter was settled without any action against him.
29. Further, Shri. Raingam AO, continues to take this additional/Notional increment even after he has not completed mandatory Training required within period of one year. Unfortunately, no one from Account /Admn Section has taken note of it, when all such cases are being reviewed seriously and increments of all such executives who are not passing upgradation examination are stopped. But Shri. Raingam is given free hand to take increment continuously as per his wish and will without passing any such upgradation examination or order for same and we have doubt, that some other officials and officers are also involved in this scam.
30. With our verbal compliant with facts, it was expected that Shri. Raingam AO would have been booked for such criminal and malice act and violation of BSNL CDA Rules for self-benefits and loss to BSNL, but his controlling Officers have given him clean cheat with corrective action for recovery of lakhs of rupees withdrawn by him illegally from BSNL account may be recovered.
31. But even after such serious financial offense has been recorded on his name, neither any departmental action is taken against him nor he is shifted from this sensitive post and he now dares to play with BSNL REA Rules and BSNL Accounts with financial implication involving changeover of subscription of associations when it is banned by written orders by BSNL.
32. Unfortunately, now also he is the AO Salary and God only knows, where the said recoveries are being done continuously every month from his salary or he has again added TBP increment/s to his own Salary. We have doubt that Shri. Raingam AO Salary may have done similar activities for other executive by granting TBP increment unofficially by misuse of his authorities and we cannot ignore exchange of money for granting illegal TBP/s by misusing the authorities he is granted in ERP.
33. It is well known rule that till membership of association is paid/approved officially no one can be member of that association and he/she cannot be member of Office Bearers of any association. Further on acceptance of membership by an individual and its consent by DS concerned, no member can be elected as Office Bearer in the association for period of six months. **In other words, one has to be basic member of association at least for six months, then only he she can be elected as Office Bearer of association.** This is well known fact to all these highly educated office Bearers and concerned officers in Admn /Account sections. But till in behind curtain activities,

steps are taken for granting facilities to AIGETOA Mumbai and this is misuse of authorities, deliberate use of powers of GM HR Admn Mumbai and CGMT MH that to be without approval/ knowledge /consent GM HR Admn and CGMT MH.

34. It can be seen that this District Body has been formed first time in Mumbai as same is clearly mentioned as this letter that District Body is elected in 1<sup>st</sup> District Conference held in March 2021 and now the facilities are extended in July 2021 after period of three Months. It means till 30/06/2021, there is no officially approved DS by your good office who can certify the acceptance membership of any executives joining AIGETOA Mumbai who is competent Office Bearers to accept membership and forward it with his recommendations to AO Salary.
35. But ignoring the fact that there is no officially approved DS AIGETOA Mumbai, in blind action Shri. Rangam has illegally accepted the membership forms with signature of officially not approved DS AIGETOA Mumbai.
36. It is important that till formation of this illegal District Body, the facilities were deliberately not extended by AD Admn Mumbai to already existing District Body of SNEA, Circle Body of SNEA/AIGETOA MH for period of 11 Months from MV as these Bodies are in existence since before MV. But when he has decided to approve the District Body of AIGETOA Mumbai , he has added names of other Bodies and letters are issued together for all giving extra benefits to illegally, wrongfully formed AIGETOA Mumbai so that no one notice these malice actions.
37. The height of the daring of AD Admn Mumbai is underlined that he has issued orders with his signature when he is not authorised to do so and without approval of competent authorities with malice to give and get undue favour. It is utter misuse of official authorities of GM HR Admn Mumbai, CGMT MH Circle by AD Admn Mumbai and being Government servant, it definitely comes under serious administrative/criminal offence.
38. Further it may be seen that there are issues in the format of letters issued. In case of facilities to other bodies the place of posting/section is mentioned, but in AIGETOA Mumbai Body specifically HRMS Numbers are mentioned in place of section. This is done with malice intention to show that only newly recruited executives are members of this association and its attempt to lure the newly recruited executives towards particular Association. Thus we find malice intention is issuing these letters in different formats when it is required by administration to use equal format for all associations at all levels.
39. All such activities have been brought to notice of concerned officers time to time and we were expecting that there will be corrective action on their part, but unfortunately there is no control of officers in Admn section and Account section on AD Admn Mumbai and AO Salary Mumbai and these culprit officers continues to play with BSNL rules and regulations.
40. Actually as routine works, these issues should have been noticed by the controlling officers, but it is crystal clear that both these officers are taking such actions without knowledge of their controlling Officer including your good self as CGMT MH and hence we are bringing to your kind notice.
41. It may be please seen that this District Body is approved by Admn section on 30/06/2021, but before official approval of this body, the officers in staff section has granted immunity from Transfers to these wrongfully, illegally elected Office Bearers by misuse of authorities for change over membership by AO salary.
42. It makes crystal clear that AD Admn is indirectly or directly supported by DGM legal and other officers in staff section by out of turn act of granting immunity before approval of District Body. Surprisingly Admn and HR both are co-related sections working in hand in hand and till such extraordinary illegal benefits are being granted on name of immunity.
43. We also fear that these are some acts which have come to our notice, but there may be many such actions taken by these officers by misuse of their authorities and authorities

of senior officers including your good self, we request your honor to have detail investigation of this matter and see that all the culprits regardless of membership of any association are booked for his wrong activities and misuse of authorities.

44. Over the period of last six months we have brought these issues to the notice of DGM Admn Mumbai, GM HR Admn Mumbai on repeated occasion verbally but no action was taken to stop the activities of these officers and Office Bearers and were and indirectly given free hand by their controlling officers or it may be fact that the controlling Officers are kept in dark about all such acts, rules and regulations thereof.
45. As no action was initiated up to 06/07/2021, we have again brought it to the Notice of GM HR Admn Mumbai and DGM Admn Mumbai and we were assured to take corrective actions. Accordingly on 09/07/2021, all the letters issued for extending facilities to SNEA MH, AIGETOA MH, SNEA CO Mumbai and AIGETOA Mumbai are withdrawn as per letter under reference 1.

Sir, withdrawal of letters illegally issued, is not solution and corrective action for this illegal, unlawful activities done by certain officers and Office Bearers. As these officers are working with criminal mind by keeping some controlling officers in Dark and taking some controlling in confidence, we smell that some more officers/ Office Bearers are involved in this overall criminal financial and administrative activities and request for investigation of all such acts by team of officers specially nominated for it or by team of officers from Vigilance section as financial issues are involved in it.

The proper and to depth investigation will definitely establish criminal financial and administrative activities, till anything is required as supporting documents, proof or evidence from our side in support of this complaint, we are ready to provide it. We put on records, that if during investigation if any of Office Bearer of any association including SNEA is found involved and guilt of this malice act, he also should not be spared and booked as per prevailing rules, so that in future no one will dare to act in such biased manner and will not dare to misuse powers of GM HR Admn Mumbai, CGMT MH Mumbai and play with BSNL Money for self-benefits.

We are hopeful that the concern and issues of serious and deliberate lapses and involvement on part of these officers that to be utter daring to misuse powers of CGMT MH will be investigated and action as per BSNL rules is initiated against the officers and Office Bearers who are involved in this criminal conspiracy wherein deliberate actions involving financial and administrative violations are taken with direct challenge to authority of GM HR Admn Mumbai and CGMT MH Mumbai.

Sincerely Yours,

**Encl: AA**

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

**Copy to:**

1. GM Vig Mumbai for kind information and with request to have investigation of financial issues and losses happened to the BSNL due to this criminal conspiracy.
2. GM Fin Mumbai for kind information and with request to look into the malice actions of AO Salary Mumbai.
3. GM HR Admn Mumbai for kind information please.
4. Com. Ankit Gangar, DS SNEA Mumbai for kind information please.