**SANCHAR NIGAM EXECUTIVES’ ASSOCIATION**

### MAHARASHTRA CIRCLE



### Samir Khare,

#### Circle Secretary

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 **To,**

 Shri. Vivek Mahawarji,

General Manager(Finance),

O/o CGMT,MH Circle

A Wing, 5th Floor, BSNL Admin Bldg,

 Santacruz (W), Mumbai-400054.

**No. SNEA/MH/Cir Corr/2022-25/ Dated 13th Mar 2024.**

**Sub: Regarding recently issued transfer order, Releiving of JAO’s under rule 8 whose consent already recieved and diversion of posts regarding.**

**Ref : 1) File No 4-2/2021-Restg. Dtd 17/11/2021.**

 **2) File No 4-2/2021-Restg. Dtd 24/11/2021.**

 **3) File No 4-2/2021-Restg. Dtd 29/11/2021.**

 **4) MHCO-STFb/12(11)/5/2021-HR-Admin/87 dtd 7/9/2023.**

 **5) MHCO-STFb/12(11)/4/2023-HR-Admin/150 dtd 3/2/2024.**

 **6) MHCO-STFb/12(11)/4/2023-HR-Admin-Part(2)/34 dtd 17/2/2024.**

 **7) MHCO-STFb/12(11)/4/2023-HR-Admin-Part(2)/33 dtd 17/2/2024.**

 **8) MHCO-STFb/12/2/2021GM HR-Admin/20 dtd 2/6/2023.**

 **9) MHCO-STFb/12(11)/4/2023-HR-Admin/83 dtd 14/11/2023.**

**Respected Sir,**

SNEA MH have always tried to have cordial relations with the management and taken steps to resolve issues by way of continuous dialogues and deliberations. We are thankful to you for issuance of transfer orders for Accounts wing and publication of waiting list for Rule 8 cases of JAO’s.

 Regarding recently issued transfer orders, we have received requests from some of our members and non-members for change of station. In most of the cases substitute is available from the change requests itself.

 I wish to bring to your notice that in the transfer orders issued some cases of transfer are observed where there is clear violation of Transfer policy guidelines issued from time to time. To be precise it is observed that in case of posting substitute to Tenure Stations the Longest Stay in Circle should have been posted, but in violation of policy pick and choose posting effected. Some cases even include the names of persons who are eligible for immunity being PWD. We request your goodself to go through the order and request for necessary correction.

 I will like to elaborate the issues in depth point wise below –

1. **Violation of Restructuring guidelines for sanctioned staff strength in BA and Circle office -**

 It is to point out specifically that certain orders regarding staff strength, diversion of posts etc. are issued by your good office in violation of Corporate office guidelines. There is vast difference in the sanctioned strength in Circle Office/BA if worked out with reference to the Corporate Office guidelines vide above referred letters at (1),(2),(3) and the one published by your office vide referred letter at (5),(6). The actual figures are worked out for your ready reference

|  |  |  |  |
| --- | --- | --- | --- |
| **BA Name** | **No. of working JAO/AO/CAO/DGM in BA** | **Sanctioned strength JAO/AO/CAO/DGM as per Restructuring Norms by BSNL Corporate Office** | **Sanctioned strength JAO/AO/CAO/DGM as per DGM FC letter dtd 17/02/2024** |
| Ahmedanagar TD | 12 | 16 | 13 |
| Amravati TD | 16 | 16 | 11 |
| Aurangabad TD | 14 | 16 | 11 |
| Chandrapur TD | 16 | 16 | 13 |
| **CO ,Mumbai** | **84** | **41** | **102** |
| Jalgaon TD | 14 | 12 | 11 |
| Kalyan TD | 16 | 16 | 11 |
| Kolhapur TD | 15 | 16 | 13 |
| Naded TD | 13 | 12 | 11 |
| **Nagpur TD** | **17** | **20** | **13** |
| Nasik TD | 15 | 16 | 13 |
| Panaji TD | 7 | 16 | 13 |
| **Pune TD** | **38** | **31** | **41** |
| Satara TD | 9 | 12 | 11 |
| Solapur TD | 10 | 12 | 11 |
| TF Mumbai | 2 |   |   |
| Grand Total | 298 | 264  | 298 |

 *It is clearly visible from above table that the Staff Justification at CO,Mumbai is 41 for JAO to DGM Cadre compared to 84 working in Mumbai Circle Office. Despite having double staff strength as compared to justified strength the justification is increased to 102 vide letter dtd 17/2/2024. Similarly despite of 38 working strength of JAO to DGM(F) in Pune in place of sanctioned strength of 31, the sanctioned strength increased to 41. Whereas the justified sanctioned strength for Nagpur is 20 as per restructuring norms and there are only 17 working executives there the justification is reduced to 13 vide same letter dtd 17/2/2024.*

It is requested to withdraw letter referred at Sl. No (5) and (6) which are issued in violation of restructuring guidelines. It is further requested to consider the OTP requests of such executives whose case was not considered earlier due to this error in calculation of sanctioned strength.

1. **Diversion of 20 posts to Mumbai without any guidelines from Corporate Office for MM/CPC –**

Corporate Office have issued detail procedure for centralization of work of MM/CPC but not issued

any guidelines for diversion of the posts to Circle office for this centralization activity. *Vide above referred letter at Sl. No (4) your office have called for willingness to work at Circle Office Mumbai for 6 CAO’s/AO’s and 6 JAO’s.* When discussed the matter with then CGMT,MH Circle and your good self it was stated that this is required to carry out the work of centralization of MM/CPC. We have pointed out there itself that there are *8-10 JAO’s/AO’s available in Circle Office working in non-finance section such as EB,Commercial etc*. We have requested that if this staff is taken in their parent unit i.e. finance the additional need for centralization will be suffice and in turn it will benefit BSNL by effecting saving the expenditure on unwarranted transfers.

 I wish to put following facts for your information that I have gathered from Rajasthan and Karnataka Circle. In these two circles, no additional staff is transferred from other BA/OA to Circle HQ for MM/CPC activity, instead in Karnataka Circle they have assigned the specific task of MM/CPC to AO/JAO in each BA/OA. Thus these Circle have taken efforts to minimize the transfers without disturbing the work.

 SNEA is not against the transfers but surely we will raise our voice against transfers which are issued in violation of transfer policy guidelines and we are certainly against the transfer orders issued for Mumbai CO in name of MM/CPC when there is already 200% finance staff working in Mumbai CO than the justified Staff Strength.

 It is also noteworthy that in present scenario there is scarcity of liveable staff quarters in Mumbai which is causing hardship to the staff already transferred and now the finance staff who have joined Mumbai Circle office is also facing the same heat. I wish to state further that due to the lack of space in Circle Office Admin building this persons on transfer have not got proper place to seat and work.

We request you to reconsider the transfer orders issued for Mumbai Circle office which are issued on Company Cost and give opportunity to such executives to opt back to their parent station on own cost.

*It is also quite surprising that despite of inducing so many AO/JAO at Mumbai, recently FC section has issued deputation order for 5 AO/JAO’s to complete the backlog of pending invoices.*

1. **Violation of Transfer Policy in case of Non tenure to Tenure Stations –**

In the recently issued transfer orders vide above referred letter at Sl. No (7) it is observed that the

Transfer policy guidelines are not followed while issuing transfer to tenure station. **As per the Court directives and transfer policy guidelines the longest stay in Circle (SSA Stay) should be posted as replacement to tenure stations** but here the guidelines are not followed. After going through the Long Stay OA list of Finance executives referred at Sl. No (8) it is clear that the executives are posted on pick and choose basis to post in Tenure stations.

 As per the long stay list the name of following officers posted in tenure are at following serial numbers in the long stay list

1. Mithun M Gajjam – Sl. No 30
2. Nilesh A Wani – Sl. No 33
3. Munna R Sharma – Sl No 89.

It is quite evident from the above that instead of posting the top executives in long stay list the

pick and choose method adopted which indicates malign intention on part of administration.

 *It is requested to issue necessary corrigendum for Part B of the transfer order dtd 17/02/2024 and post the top 3 executives in the long stay list(not working in tenure station) to the tenure station. If the matter is not taken seriously we will have to take the matter to higher competent authority.*

1. **Issuance of selective transfer orders in Accounts wing –**

It is difficult to understand the logic behind issuance of selective transfer orders in finance wing

In Nov 2023 even the orders for tenure completed executives were not issued for last 2 years but a transfer order dtd 14/11/2023 issued in which only 2 executives were transferred on own cost basis. The order is referred at Sl. No (9). This creates a doubt in mind about the intention while issuing such order.

1. **Error observed in the Waiting list published for Rule 8 Transfer of JAO –**

I wish to bring to your kind notice that in the waiting list for Rule-8 transfers dtd 08/03/2024

published by your office, there are some errors observed in the Annexure A. ITPC Pune is a non recruiting circle and the JAO’s are posted from MH circle to ITPC Pune if required but in the list published, please see,Sl. No 3,29 and 30 are included in Rule 8 transfer. This names should be omitted from the list and if need arises they can be transferred to ITPC Pune.

 We have received complaint from our members that in some cases the eligibility period for application of Rule 8 transfer was going to complete on 10/12/2023. This day being Sunday the application was forwarded through proper channel on 11/12/2023 but some of the JAO’s applied through email on 10th Dec. 2023 and hence their date of application was considered as 10/12/2023. The date of application for all such cases should be considered as 11/12/2023, 10th Dec.2023 being a holiday. We request you to publish revised waiting list considering the above facts.

 The waiting list published display list of JAO’s for whom consent is already received. Some of these JAO’s including Shri Vikas Sheron,Wardha are waiting for last three years for issuance of their transfer order. I request you to issue the orders for this 6 JAO’s for whom the consent received.

1. **Request for modification/change of station –**

We have received requests from our esteemed members for modification/change of station and

it is requested to consider their request on the basis of points discussed above. **The details are shared in Annexure attached alongwith this letter.**

 I request your goodself to go through the issues in detail and take necessary corrective action so as to avoid injustice towards aggrieved accounts executives.

 With Regards

 **Samir Khare,**

 **Circle Secretary,**

 **SNEA Maharashtra.**

**Encl. : Above referred letters.**

**Copy to – (1) The Chief General Manager, BSNL, Maharashtra Circle for information please.**

 **(2) The General Manager(HR-Admin),MH Telecom Circle for information please.**

 **(2) General Secretary, SNEA,BSNL Corporate Office,New Delhi for information please.**