**SANCHAR NIGAM EXECUTIVES’ ASSOCIATION**

### MAHARASHTRA CIRCLE



### Samir Khare,

#### Circle Secretary

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 **To,**

 Shri. Rohit Sharmaji,

Chief General Manager Telecom,

A Wing, 6th Floor, BSNL Admin Bldg,

 Santacruz (W), Mumbai-400054.

**No. SNEA/MH/Cir Corr/2022-25/9 Dated 18th Mar 2023.**

**Sub: Request for resolution of long pending HR issues in MH Circle and giving meeting to SNEA for discussion thereof.**

**Ref : (1) SNEA/MH/Cir Corr/2022-25/9 dtd 17th Feb 2023.**

**Respected Sir,**

SNEA MH Circle have requested to give meeting for resolution of long pending issues of executives vide above referred letter. In addition to above letter certain issues have come up due to recent developments. It is thus necessary to put forth these issues to you as the Chief Patron of BSNL MH Circle.

**(1) Intra Circle Rotational Transfer –** At this juncture it is to clear that SNEA is not against the transfer of executives but at the same time it must be ensured that the transfer are in context with the Transfer Policy Guidelines by Corporate Office dated 7 May 2008 and amended from time to time. It is to bring to your kind notice that there are many JAG/SAG who have completed their post tenure but are working in the same Unit/Circle and is working on Sensitive Posts. We insist that before implementing the transfer Group B and Group A officers upto STS level the JAG/SAG must be transferred. **SNEA MH Circle though wants to bring to your notice that SNEA is against any transfer**

(i) Transfer which involves rotational transfer of executives from MH Tenure station – Normally the Tenure station is defined on basis of non-popularity of the station, tough working conditions in the station and the Geographical and demographical conditions of the station. When already the people are not willing to work in tenure station,removal of local officials who have till date not only maintained the network but also played active role in having significant revenue share in MH Circle viz. Gadchiroli,Sindhudurg, Ratnagiri and Goa. The rotational transfer of this officers only for want of rotation will effect the financial prospects of the Tenure station which is crucial for BSNL at this juncture.

(ii) The rotational transfer done not considering the shortage of the executives in the SSA.

We also wish to state that as per the corporate office Transfer Policy guidelines and the MH Circle Transfer Policy 2014, which is in accordance with the Corporate office Transfer policy guidelines the executives transferred out of any SSA shall not exceed 10% of the strength in that SSA.

We further wish to reiterate following clauses from the Transfer Policy guidelines of Corporate office dated 7 May 2008 and amended from time to time as follows –

 **Clause 4 – Need of Transfer states –**

Transfer can be affected due to anyone of the following criterion :

1. To provide replacement for a specific post/cadre with a specialized or desired qualification and/or suitable experience, as per company need.
2. To meet the business requirement of BSNL.
3. To bridge manpower deficit or to provide reinforcement in view of business requirement.
4. Placement under compassionate ground.
5. To adhere to government regulation/ ruling/guidelines as applicable (as amended from time to time).

Further **Clause 5 – Basis of Transfer provides –**

Transfer shall not be purely based on tenure decided by the transfer policy. Transfers shall also be based on competencies and skills required to execute the work or to provide an opportunity to employees to develop competencies as per job rotation requirement. Transfers shall be based on:

1. Vacancies created due to promotions, creation of posts and retirement.

(b) Job rotation requirement in synchronization with period specified for

 post, station/ and circle tenure.

(c) Past experience in various functions and nature of jobs handled.

(d) Surplus and/or shortages at any location.

Thus it can be seen that Corporate office have made provision to halt unnecessary transfer.

 **(2) Regarding immunity of Office Bearers at SSA/BA level –**

Some BA Heads have given letter to SSA Bodies to give detail of SNEA Body at BA level. It is to inform your good self that as per the provisions of SNEA Constitution the branch exists at Corporate level, Circle Level, District Level(SSA) and Branch Level(part of SSA) and there is no provision for BA level body. The issue regarding the immunity to Office Bearers at BA level is taken up at Central Head Quarters level by General Secretary,SNEA and was a part of discussion in the meeting with Director(HR),BSNL,Corporate office. It is expected that the clarification in this regard will be issued shortly. Hence it is requested to instruct the BA Heads to wait for the clarification which may come at any time.

**(3) Regarding display of OTP list for intra circle transfer received upto January 2023 –**

Many executives of various SSA have applied for tenure/non-tenure stations via OTP requests. But till date the Circle administration have not published the list of OTP requests till date. It is necessary to publish the list for maintaining the transperancy in issuance of Transfer orders. It is requested to instruct the concerned for publishing the latest OTP list.

**(4)Proposed Sell of Occupied Staff Quarters at Mumbai –**

It is reliably learnt that MH Circle office is making arrangements for sell of staff quarters at Mumbai at some locations such as Dadar Prabhadevi, JB Nagar and Powai. **We wish to state clearly that we are strictly against any such move by the management as there are more than 200 families residing in this Staff Quarters.** SNEA being a responsible Executives Association wishes the welfare of the serving employees of BSNL. It is to bring to your kind notice that since last few years no expenditure is incurred by BSNL for maintenance of any of this quarters and the employees have made expenses from their pocket to maintain it in a livable condition.

  **Article 21 of Indian Constitution guarantees every citizen to live life with Dignity and Right to Shelter is one of the main factor embodied in this Article. Many Decisions of Supreme Court of India have taken the support of this provision while giving many landmark judgements.** It is relevant to state here that BSNL being the Central PSU and formed under the provisions of Constitution of India has to abide by this rules.

 When other PSU’s are giving many additional allowances to protect the skilled employees BSNL have not only lacked on this aspect but is also not able to provide a living environment for Human. Till now owing to the financial constraints of BSNL, the employees have sacrificed many of their emoluments even including the Medical benefits, LTC etc and are still continuing to sacrifice the same for betterment of the company. It is worthwhile to note that the when some higher ranked officers are getting benefits of 7th Pay this employees are denied of their 3rd PRC owing to financial condition of BSNL. But now if the battle reaches to their home we will fight nail and bite to remove the injustice caused due to this act of BSNL.

 Sir, SNEA is not against the management rather have supported in many development and other issues but if it comes to the welfare of the employees of BSNL we will be forced to take a tough stand on this issued.

 We hope that all the points discussed above are taken in right spirit and management takes necessary steps to avoid organizational unrest.

With Regards

 **Samir Khare,**

 **Circle Secretary,**

 **SNEA Maharashtra.**

**Copy to – General Secretary, SNEA,BSNL Corporate Office,New Delhi.**