**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/ Dated 10th Nov 2023.**

**Sub: Request for granting Agenda meeting to SNEA MH circle for discussion on various issues of MH Circle.**

**Respected Sir,**

As you are aware that in the recently conducted 3rd Membership Verification SNEA has immerged as the Majority Association. It is first time in the history of BSNL that any Association have crossed 51% votes margin. It also gives me immense pleasure to inform you that in the recent Membership Change window of July 2023 we are successful in adding about 150 members to the SNEA MH family. In recent MV also SNEA MH has garnered more than 65% votes getting 1492 Votes out of 2274 Casted votes leaving behind other associations, the closest association being AIGETOA was able to get only 595 votes. It is thus clear that the executives are having great belief on SNEA and its leaders.

This huge victory has also increased our responsibility and we are confident that

we will be able to resolve the issues faced by the executives by having regular dialogues with the administration. We will try to maintain cordial relationship with the management to the best possible extent. There are many long pending issues and particularly related to HR which has caused unrest amongst the Executives throughout Maharashtra. As a support association we have tried to communicate many times with your good self regarding all the issues but the issues were always diverted towards GM(HR) and when we met him, he told he could not take decision without your consent. This tactics has delayed the resolution of the issues. But now as we have an added responsibility of being the Majority association we will like to resolve the issues at the earliest. I request your goodself that while we raise the HR issues with you, we expect a solution from your esteemed self,being the head of the MH BSNL family. If required you may ask the authorities and officials from HR and administration to be present during the meeting and give necessary instructions there itself so that the matters will not be kept on lingering for days and months together.

The present members of SNEA MH have shown faith on us and also the non-members and members from other association have voted for SNEA in MH circle. This shows that that the members believe in the capability of SNEA MH circle and this keeps us motivating but at the same time it increases our responsibility to address the various issues in MH Circle. With this sense of added responsibility I request you to grant time to SNEA MH Circle for meeting to discuss and resolve various issues.

Sir, I am confident that till now your good self must have recognized our efforts to have harmonious relationship with the Circle management. I also wish to highlight once again that SNEA believes in resolving issues through dialogues. There are various issues which needs your attention and kind intervention. I request you once again to grant time for meeting to discuss various issues detailed as under

**(1) Organisational restructuring in BSNL –**

BSNL corporate office have issued a letter on dtd 05/07/2023 regarding review of Restructuring policy and existing sanctioned posts based on assets and new business areas/projects. As per the existing restructuring norms MH circle falls in category of shortage circle. MH circle is being one of the best revenue generating circle under your able leadership and also taken various innovative steps to highlight presence of BSNL in Public domain. MH circle is also one of the largest circle in respect of Geographical area. The mass retirement in January 2020 and the new projects such as Bharat Udyami, 4G Phase IX and 4G Saturation project has added responsibilities on existing staff. It is also noteworthy that various staff have to look after more than one profile which may hamper the efficiency in long term.

It is thus the opportunity for MH circle to raise demand for additional sanctioned posts in various executives cadres in Telecom,Account and other areas such as Civil and Electrical wing. I hope that the Circle Management have taken the relevant data from all BA’s and compiled it for sending to corporate office. I request your good self to instruct the respective section for sending the data for additional manpower justification at the earliest to the BSNL Corporate office.

**(2) Review of decision to handover the Estate section to the Electrical Wing in Mumbai –**

Sir, I wish to bring to your kind notice that in BSNL all the Estate related matters are generally with the HR and Administration section. In BA’s of MH Circle also the estate section is with HR and Administration section. However at Mumbai till recent time the Estate Section was handled by Civil Wing but as per the order dtd 1/7/2023 the work of Estate section of MH Circle office is handed over to Pr. CE(E) along with the staff of estate section.

Here I wish to point out that work of Estate section is related to mostly the allotment,maintenance and other matters related to the Staff Quarters and various Telecom Building and infrastructure. The work mainly involves maintenance of Building Structure, Plumbing work and coordination with Govt agency which is mainly part of Civil wing.

The Electrical Wing is not the authority in the matter and their work profile is mainly related to Electrical equipment and lift installation and mtce. As such the decision of handover of Estate section to the Electrical wing shall be reviewed and as per standard procedure the work shall be either with the Administration section or it shall be kept with Civil Wing as it was earlier.

**(3) Regarding orders issued by DGM(Admn), Mumbai regarding Online attendance in contravention to the guidelines provided by Corporate Office, New Delhi.**

The Corporate Office has issued guidelines related to Online Attendance System in BSNL vide letter dtd 02/09/2022. In this letter the flexibility of 30 minutes and 30 minutes after the stipulated duty timings is provided. It is further said that this flexibility will not be applicable to the employees where his/her controlling officer has instructed presence at particular time.

From the above guidelines option of flexibility of 30 minutes is to be monitored/controlled by the controlling officer. However the DGM(Admn) has issued a letter dtd 11/07/2023 which contains generalized instructions regarding online attendance. The instructions issued vide this letter are in contravention to the guidelines by Corporate Office. Corporate Office is the highest authority in BSNL and this letter by DGM(Admin) supersede the instructions of Corporate Office. Hence this instructions shall be withdrawn.

**(4) Recent posting of LICE JTO’s in Maharashtra Circle –**

Though we appreciate that Maharashtra Circle admin has taken efforts to post the newly promoted JTO’s to shortage SSA but I wish to point out that there are certain loop holes and needs to be revisited. There are 2 candidates from Pune Maharashtra who have been posted out of Pune i.e. at Jalna whereas 3 candidates from out of circle are posted in ITPC Pune. This needs to be revised and the candidates from MH Circle shall be posted in their choice SSA/Home SSA. There is no specific mention of the criteria on which the postings are made. When the matter is discussed with GM(HR) no details provided. It is very much necessary to have a certain policy while in transfer and posting or otherwise posting on promotion for bringing transparency in the system.

Though the issue is resolved later after having meeting with your good self but it also undermines the requirement of certain and defined policy to avoid the orders as per whims and fancies of the officers in HR/Admin Section.

**(5) Gross Irregularities in allotment of Staff Quarters and particularly in Mumbai –**

It is observed that there are gross irregularities in allotment of staff quarters and particularly in Mumbai. Many complaints are received from Members of our association and other executives as well, regarding no clearcut policy in allotment of staff quarters. Following type of complaints are received from our esteemed members and other executives –

(a)It is brought to our notice that even when the staff quarter is vacant and an applicant applies for the same, the staff quarter is not allotted to him. Instead of allotting the staff quarter a waiting list is maintained for a period of 2 months and in due period if some other officer joins the office and he is senior, w.r.t. the appointment/recruitment then the staff quarter is allotted to such officer and not to the officer who has been waiting for allotment of staff quarters since long. This is a wrong practice and needs to be stopped. If the quarter is vacant it shall be allotted at the earliest.

(b) Similarly complaints are received regarding grant of choice of staff quarters to junior instead of senior.

(c) The complaints are also received regarding change of Staff Quarters within 1-2 months for some special cases whereas the rule specifies that after allotment and acceptance of staff quarter the request for change of staff quarter shall be entertained only after 6 months.

(d) It is also brought to our notice that the staff quarters are allotted 2 steps above the eligibility whereas the allotment of staff quarter is permitted above one level only.

(e) It is also brought to our notice that the staff quarters are allotted out of turn due to recommendation of high ranked officers.

(f) It is to bring to your kind notice that in some instances the competent authority has not utilised his powers for allotment of staff quarters but instead forwarded the case to next higher officer and thus caused loss of revenue to BSNL. It is requested to take suitable action on such High ranked Officer who has delayed the process and caused monetary loss to BSNL.

Thus there is a need of clear and transparent policy for allotment of staff quarters. It is also suggested that waiting list shall only be maintained if the demand for specific Colony/Type of quarter is more and the number of such staff quarters is less. The waiting list shall not be created where the specific type of staff quarter is available and the demand is received from any eligible official.

**(6) Non Issuance of Transfer orders in Account and Finance wing since last 2 years –**

As per corporate office guidelines the OTP can be applied twice a year(January and July), earlier it was quarterly. This was introduced by the corporate office to bring transparency in the transfer policy and issue timely orders for request transfers. However to our surprise the Maharashtra HR/Admin section has never adhered to this policy and even for telecom wing executives the transfer orders issued in June 2023 was about after one and half year. In this transfer orders the OTP request from Jan 2022 to Jan 2023 were considered i.e. 3 OTP period orders were issued. This orders were also issued after lot of persuasion from association side. Though these orders were issued but it was a surprised stand by the management to issue only own cost transfers and as such in many SSA’s adequate staff is not posted.

However it is really sad to point out that the condition is worst for Account wing transfers. We have met GM(Finance), number of times requesting him to issue the transfer orders. The transfer orders for Accounts and finance wing executives are pending since Jan 2022 OTP i.e for a period of 4 OTPs. When we met GM(Finance) in Dec.2022 - Jan. 2023 he told that the orders will be issued after financial year end i.e. Mar 2023. Since April 2023 we have met GM(Finance) several times for issuance of Transfer Orders. **It seems that the transfer orders are delayed on purpose to protect some of the chosen officers who may have to displaced due to the issuance of Transfer orders.** Finally GM(Finance) was ready to issue the transfer orders and told that the work is in progress and would be issued by June end. We have already given a letter to GM(Finance) in this regards. However the transfer orders were not issued. When we again went to GM(Finance) he told us that he has formed a committee and the committee will take a decision and the matter was delayed unnecessarily. Before issuance of notification of Membership Verification of Executive Associations we again met GM(Finance) to issue the transfer orders at the earliest or otherwise it will be delayed upto declaration of MV result, at this time, he told us that he has empowered Smt. Bhonge,DGM(Finance) in this regard. *We then met Smt Bhonge,couple of times before the notification of MV issued but she had a negative approach, perhaps probably due to the fact that she is one of the long stayed officer in Mumbai Circle Office in Finance wing.* Ultimately no orders were issued before MV. After the MV we again started persuasion for the issuance of transfer orders, now the reason put forth by DGM(Finance) and GM(Finance) is that due to centralization of MM activities, we want more number of finance executives posted at Mumbai. We requested both the officers that the orders for OTP request shall atleast be issued as many of the Account and Finance wing executives are away from their home for last 6-7 years. We also pointed out that the executives working at the Tenure locations of finance wing are waiting for their orders and many such executives have completed about 3 years. **In regard to the posting of accounts wing executives at Mumbai for MM centralization we specifically pointed out that many accounts executives in Mumbai Circle Office are working in non-finance wings such as EB/CRM etc and if this officers are posted back to the Finance wing the need for transfer posting from other SSAs will not be required at large and if after doing this activity if additional requirement is felt then some other mechanism may be devised in consultation with the recognized associations and SEWA.** However to our surprise nothing has been done in this regard and if the orders are not issued at the earliest there is higher probability that the GM(Finance) will again take the stand of Financial Year ending. It is thus requested to intervene in the matter for issuance of the transfer orders of Accounts and Finance wing.

**(7) Rule 8/Rule 9 transfers of JTO/JAO –**

As per BSNL Transfer policy guidelines,2008 and amendments thereof Rule 8 is devised for transfer of JTO’s/JAO’s to facilitate them to go their home state. This rule applicable after 5 years of service in the recruited Circle. Now about 30 JTO’s,who have completed 5 years of service, have applied for Rule 8 transfer, as per the list published by HR/Admin Section. The matter has been discussed with GM(HR) and your goodself for sending all the applications for consent to concerned section. The management is stating that there is 40% shortage of JTO’s in Maharashtra Circle and hence the Rule 8 applications cannot be forwarded. I wish to bring to your kind notice that 104 JE’s were promoted as JTO’s in March 2023. As such it is not possible that there is shortage of 40% JTO’s. The matter has also been discussed with GM(HR). There is some mistake in calculation and as per the inputs received while calculating excess/shortage the post of JE’s to DGM’s are considered. Here we wish to specifically state that JE is a non-executive post and its excess shortage shall not be mixed. **We also wish to make it clear that SDE post is an all India Cadre and as per restructuring norms when Maharashtra Circle was a shortage Circle orders of about 106 SDE’s should not have been issued. The Maharashtra Circle should have taken a tough stand with Corporate Office in this regard. But it is observed that instead of taking up the issue with Corporate Office the Circle admin under your leadership was keen to relieve the staff within time.** When we had an opportunity to protect our staff the management failed to do so and when it is regarding the rights of employee, the management is ready to suppress it. The matter needs to be re-visited and the calculation of excess shortage shall be done for JTOs alone. We seek your intervention in this regard and request you to send all the applications of Rule-8 for consent to the concerned circle.

In regard to the Rule 8 applications of JAO’s there are very few pending cases. I wish to point out that in some cases even the consent has been received and the orders are pending at Circle Office. **I will specifically like to put forth the case of Shri Vikas Sheoran, JAO,posted at Wardha.** His consent has been received from Rajasthan Circle in the year 2021 but his relieving is not yet issued. The JAO’s whose name were appearing below in the same list are relieved. It is thus requested to give justice to the aggrieved Shri Vikas Sheoran. Similarly the case of Karan Sharma for whom the consent is received is also waiting for his relieving.

It is also brought to our notice that some BA Head have instructed their staff, not to accept the Rule 8/Rule 9 applications. When our district secretary met this BA Heads, they told that, they are doing this as per instructions from Circle Office. It is shocking to learn that such non-genuine instructions are issued from Circle Office. If such is the case then it is very painful that the Circle office is issuing such illegal instructions to the BA Head. It is thus requested to issue suitable instructions to accept the applications and forward to Circle office for further necessary action.

It is also worth vile to state that the Rule 9 orders of JTO’s and JAO’s are also pending. It is requested to consider all the Rule 8 and Rule 9 cases of Telecom and Finance wing.

**(8) Publication of Long stay list and excess/shortage list in every December and June –**

With reference to the Corporate office guidelines and OTP window in January and July it is needed to publish thelong stay list and excess/shortage list of SSA’s in every December and June so that the executive may opt for the suitable station.

**(9) Posting of Office bearers of association on sensitive posts –**

There are clear guidelines from Corporate office regarding non posting of Association Office bearers on sensitive post. However it is observed that many office bearers of associations are working on sensitive post from where they can influence the executives. It is thus requested that no office bearer be posted on sensitive post and if already working then he be replace by non office bearer.

**(10) Posting of Officers on sensitive posts much beyond the specified term –**

It is brought to our notice that **many high ranked Officers who have already completed there tenure are still working in sensitive posts.** **Some of these officers are working for about 6-7 years, which is against the CVC guidelines**. It is thus requested to replace the officers who have completed their tenure in such sensitive posts. Similarly other low ranked officers who have completed the tenure in sensitive posts must be replaced.

**(11) Change of section request pending in Circle office since long time –**

As per the information received from InCharge DS,SNEA,Mumbai Circle Office and w.r.t. his letter addressed to GM(HR),where he have pointed out that many of the executives have applied for change of section since long time but no action in this regard has yet been taken. It seems that HR/Admin section thinks that only they can issue the orders as per their wish and they are simply keeping the request transfer files pending with them. It is requested to instruct HR/Admin to consider the requests and issue the orders for change of section. It is also observed that some specific cases of change of section is considered which suggests non transparency in the mechanism.

**(12) Non Allotment of Office Space to Recognised Association –**

In accordance with the guidelines from Corporate office regarding allotment of office space to Recognized Associations a letter was issued by MH Circle specifying the allotted space. When we visited the space, it was not vacant and was occupied with the documents of CNTX wing. Even after long persuasion with CNTX and DGM(Admin) the space was not vacated and hence we could not take over the space for office.

When we continuously pursued the matter for office space, one day, the DGM(Admin) told us that as per the instructions from competent authority the space cannot be allotted to the association. He also called CS,SNEA and CS,AIGETOA and told that the office space for the association will be allotted space outside the Circle Office Admin Building. Both the CS disagreed to this proposal and since then the space allotment is pending.

It is surprising that BSNL is allotting additional space to other offices like DOT and even to the vendors free of cost/ without any additional income to BSNL, but the same management does not have space for the representative associations who are working as a bridge between the executives work force and the management.

It is once again requested to allot suitable space in Circle office admin building for Office space to recognized associations.

**(13) Wrong feedback by Civil wing regarding safety of quarters and non- mtce of staff quarters and Office Buildings particularly in Mumbai and request to start allotment of staff quarters at Dadar and Powai–**

As per the information received, the O/o CE(Civil), then incharge of Estate Section has provided information to Corporate Office that about 1000 Staff Quarters are vacant. It is learnt that based on this information the Corporate Office have suggested some land parcels for Land Monetization. However this information is half-truth and as per the information received most of the quarters are not safe to live and the structural audit of this buildings may give the correct idea about the health of the staff Quarters. It is also reported that the maintenance of staff quarters is not done and incidents of falling of debris consisting of cement bolders etc. is reported. **One such incident occurred in near past at JB nagar staff quarters where such debris fall on the wind shield of a parked car of one of our executives. It is the God’s grace that till now no incidence of damage to human body is reported.** It is requested that the management shall not wait for occurrence of unwanted incidence and shall immediately take measures for repairs of the Staff Quarters and Office Buildings.

The true picture of our building status can also be seen at Kalyan Exchange and Admin building, a part of this building is in very dangerous situation and can cause fatality.It is also learnt that the budget for Civil has been returned back due to non-utilisation of funds. I request the management to take serious note of this and take appropriate action to avoid any casualty in future. We have received complaints from Goa also regarding the non-maintenance of staff quarters.

**(14) Conference hall charges for Unions and associations shall be waived off –**

The Circle Office has recently issued instructions regarding rental charges for usage of Conference Hall. In this instructions the Unions and Associations are also required to pay the rental charges.

Here I wish to bring to your kind notice that the Unions,Associations and their members are part of BSNL and hence no charges shall be taken for usage of Conference Hall. The Unions and Association plays main role in maintaining the harmony at work place and as such the meetings of Unions and Association plays a major role in striking the balance and keep healthy relations between staff and management.

**It has also been brought to my notice that at many instances the Circle Administration have not charged penny for allotment of Conference halls, viz. The Onam festival, Ganapati Celebrations by SARA residents, the program of TWWO. We appreciate the move of the management for not taking charges for such program and expect that similar courtesy be reciprocated towards Unions and Associations gatherings/meetings.**  I request your goodself to intervene in the matter and issue instructions regarding waving off the charges for usage of Conference Hall by Unions/Associations which will give a positive note to all the employees.

**(15) Looking after arrangement in AGM Cadre in circle office –**

I would like to draw your kind attention regarding the looking after arrangements in AGM/DGM Cadre in Circle Office. It has come to our notice that many junior officers are allotted the role of AGM/DGM in the circle office when many of the officers who are senior to them are working as SDE/AGM. This is creating huge unrest in the staff and needs to be addressed. When we discussed the matter with GM(HR), he told that this arrangement is done by Vertical Heads. The Circle office shall be considered as one unit and the seniority of the executives in overall Circle office shall be taken into consideration while making the look after arrangements. We request you to intervene in the matter and issue suitable guidelines/instructions in this regard.

**(16) Issuance of Transfer orders of July OTP –**

The matter regarding issuance of transfer orders for July OTP is discussed with GM(HR). Many executives have completed their tenure and are willing to return back to their Home SSA. When the Corporate Office have given facility for OTP request twice in the year then it is requested to adhere to the guidelines and issue the transfer orders for July window which shall give relief to the executives completing their tenure period.

**(17) Wrong Policy of issuance of only Own Cost Transfers in last one year –**

I wish to put forth the facts regarding the following of wrong policy of issuance of only own cost transfers. This has created a huge imbalance between the popular and non-popular stations and also in tenure and non-tenure station. **It is noteworthy that high revenue earning tenure SSA’s like Sindhudurg and Ratnagiri are facing shortage of staff due to such policy.** It is also to be pointed out that this policy has caused accumulation of more and more staff in popular stations and the executives from nearby SSA are posted their but no replacement is given to this nearby SSA which is causing shortage of staff in this SSA’s. There exists a well-defined transfer policy of MH Circle which is in accordance with the Transfer Policy Guidelines issued by Corporate Office and amended from time to time. These guidelines provide that for transfer to non-tenure station point to point transfer shall be done and for tenure transfer long stay of Circle shall be taken into consideration. **But due to over stressing of own cost transfers only the popular SSA’s are having staff much higher than the circle average whereas there are many SSA’s which are having staff much less than the Circle average.** **It is also noteworthy that the Corporate Office is issuing thousands of transfer orders on company cost.** It is thus requested to stop this wrong transfer policy and suitable substitutes shall be posted in future orders.

**(18) Need of amendments in MH Circle Transfer Policy –**

The MH Circle Transfer policy formed by the Management and the associations is a very good transfer policy and hence in continuation for about 10 years. But owing to the current circumstances some change need to be done in existing transfer policy. Many of the executives are opting for Tenure station because they don’t have assurance of getting their home station even after serving the tenure period in Non- tenure period. This issue needs to be addressed at the top priority. There are some other issues also which needs to be addressed. Hence there is a need for amendment in current transfer policy and the same shall be done in consultation and agreement by the recognized associations.

**(19) Non marking of orders to Circle Secretary of recognized associations –**

It is observed that when Circle Office is issuing orders not all orders are marked to the the Circle Secretary of recognized associations.

**(20) Allotment of additional space to DOT –**

Though Circle Office have already provided space to DOT it is learnt that additional space is granted to DOT for their use. As per the previous experience the DOT uses the office space provided by BSNL free of cost as such the allotment of additional space to DOT shall not be done. When Corporate office and circle office are pressing hard for Land monetization and even taking the residing staff quarters in monetization proposal, as is done in Kolhapur and Mumbai then the allotment of additional space to DOT is not worthy and hence this proposal shall be halted.

**(21) Burning HR and development issues at Nashik –**

It is told that when Rome was burning its emperor Nero was playing drum but in Nashik the current “Nero” is burning Nashik and enjoying the heat. The matter has been already brought to your kind notice by SNEA,MH Circle and also by SNEA, Nashik branch during your current visit to Nashik. It is clearly visible from the statistics that before regime of current PGMT,Nashik, the Nashik SSA was always progressing in all field whether Mobile,FTTH or Landling and was ranked 2 or 3 in almost all segments in MH circle, but now the position has reversed and the Nashik SSA is following a down line path which is a matter of concern.There are many HR issues which would not have caused if the management would have followed the Local transfer policy. It is also reported that even after having tender for vehicles in April-May 2023 very less vehicles are available for the field. This is also causing hinderance to the growth of Nashik SSA. It is also learnt that all the recognized associations of Nashik and SEWA,Nashik has given a joint representation to the PGMT,Nashik but he is not ready to resolve the issues. It is thus requested to intervene in the matter otherwise the things may worsen and may also increase the disharmony between the Nashik management and associations.

**(22) Development Issues and other misc. issues received from SSA’s**

(a) Requirement of Battery of more than 1000AH in the field.

(b) Requirement of LVD circuits(approx. cost 250 Rs each) for increasing the life of battery by safeguarding it against deep discharge.

(c) Provision of AMC in all future tenders

(d) Provision of scrapping on expiry of life period of the equipment.

(e) Non- availability of Power plant modules in the field particularly in coastal belt where many modules go faulty due to lightening.

(f) Complaints regarding non-provision of Power Plant where Battery is provided

(g) Many GPT of NOFN project down due to work order not issued to vendor after tender.

(h) Less number of sites handover to vendor Pratap. in some SSA like Amravati affecting availability of network.

(i) Shortage of Vehicles affecting the routine work in major SSA like Pune,Nashik. Further curtailment of OLA vehicles hitting the work badly.

(j) The entitled allowance under Project Vijay is not paid to the employees working in that section.

(k) The Computer AMC tender in Kolhapur BA is done only for Kolhapur SSA and not for Ratnagiri SSA.

(l) Requirement of Alien wave equipment for Ratnagiri to Pen Route.

(m) Outdated data demanded in MIS report related to Outdated technologies such as Telegraph/Wimax/VPT/WLL etc.

(n) Posting of Regular DGM in Gadchiroli SSA.

(o) For the executives working in All India Soft Tenure stations, the ERP entry should be updated instantly. Due to non entry intercircle transfer orders for such executives issued in past and causing inconvenience.

With Regards

**Samir Khare,**

**Circle Secretary,**

**SNEA Maharashtra.**

**Copy to – (1) Chief General Manager,CNTX-W,Mumbai for information please.**

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