



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

MH Circle

Samir Khare
Circle Secretary

sneamh@gmail.com, Mobile: 9422101040

No.: SNEA/MH/2022-25/Corr/Mgmt /Admin/Letter no.:4 Dated 19th Dec 2022

To,
Shri Rohit Sharma Ji,
Chief General Manager,
Maharashtra Telecom Circle,
BSNL, Circle Office,
4A, Admin Bldg.,
Santacruz-w, Mumbai-54

Sub : Various HR issues of Executives at MH Circle level.

R/Sir,

At the onset I will like to congratulate you for the Posting as Regular CGMT, MH Circle. Maharashtra Telecom Circle is one of the biggest circle. It is also very important circle when Revenue earning capacity is concerned. It is a matter of pride for anyone to lead Maharashtra Telecom Circle. **We are fortunate that Maharashtra has now got a very active and dynamic leadership. We are confident that BSNL Maharashtra will prosper under your leadership.**

Sir, SNEA Maharashtra is having the largest membership amongst all Executives Association. **The present paid membership of SNEA MH is 1350+ out of about 1800 executives with AIGETOA MH being at the distant second position of 350+.** On behalf of SNEA Maharashtra Circle I assure you that SNEA Maharashtra will always support your goodself on all the development issues which are very much important for BSNL. I also assure you that SNEA will do all the needful to have harmonious relationship between Management and the association.

Since about three months no regular CGM was available due to which many HR related issues are pending at Circle level. I hope you will go through the various issues and consider it to give relief to the aggrieved executives.

I will like to discuss the issues in detail as follows :

(1) AGM Promotion and Posting orders

Till recent times i.e. upto SDE promotion orders 2021 all the promoted orders were posted on as is where is basis but while issuing AGM promotion and posting orders it is evident that the Circle office has taken different stand and some of the executives are displaced from their Home Station.

We know that due to administrative compulsions it is necessary to displace and relocation is part and parcel of our service life. Thus we have not taken up the issue with you except some genuine cases on Education/Medical and administrative ground. I am thankful to you that some of the cases are considered but at the same time it is hard to understand that some genuine medical ground cases are not considered.

While communication with GM(HR) and other officers in Staff Section it is learnt that the SSA change is done on basis of longest stay, here I wish to point out the **case of Shri Umesh Vyas, SDE, Nashik who has been relocated after 9 years of stay at SSA whereas he has actually worked in Aurangabad for 4 years then on promotion as SDE worked for 5 years at Nandurbar in Dhule SSA which is a Tenure Location.** I request you to consider his case sympathetically, though he does not have any medical ground.



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It is to bring to your notice that while issuing the said Promotion Posting orders we have observed that some unwarranted transfer orders are issued causing undue financial burden on BSNL, when BSNL is going through a critical financial phase and have seek financial support from Government of India for its revival. If you go through the orders issued as per above referred letter at Sl. No 2, you will find instances of transfer of executive from tenure station to another tenure/non-tenure station and in place posting another person in same tenure station from another tenure/non-tenure station i.e. **an executive is transferred from station A to station B and in place another executive is posted from station B to station A.** Such orders are issued on company cost thus causing unwarranted expenditure to BSNL.

In our physical meeting with GM(HR) on 22-23 Nov. 2022 we have brought this issues to his notice and also submitted a letter for considering the representations from our members on education/medical ground. I will take this opportunity to thank you for considering some cases on education ground and one case of change of posting of Shri D.D.Jaiswal, whose posting to Nanded SSA was a result of administrative error of database. I will request you to issue necessary instructions so as to avoid such instances in future.

I will like to point out the **retention case of Smt Ashwini Bharti** who was Promoted and transferred to Ratnagiri vide above referred letter (2) and was retained at Satara vide letter at Sl. No (3). **This retention order is a cause of concern for us as it contains multiple violations of Transfer Policy guidelines and immunity guidelines issued by Corporate office from time to time.** I will discuss in detail as below

- (a) Corporate office vide its letter dtd 11/09/2020 and 14/10/2022 regarding Concession of immunity from transfer states that the immunity from transfer shall be applicable for a period of recognition of that association. In this case the next membership verification is due in August 2023 hence if the immunity from transfer has to be granted it should have been granted upto August 2023 but it is granted upto 22 July 2025 which is gross violation of the guidelines for immunity.
- (b) According to letter dtd 14/10/2022 regarding Partial modification in facility of immunity from transfer, clause (b) defines when an ADS is eligible for immunity from transfer. It is learnt that the said executive is elected as ADS and does not fulfil the criteria defined in above clause (b) of the letter dated 14/10/2022.
- (c) The letter dtd 14/10/2022 regarding Partial modification in facility of immunity from transfer, clause (d) states that the office bearer claiming immunity shall have occupied that post for atleast 6 months. It is learnt that the officer is occupying the post for period less than 6 months.
- (d) Maharashtra Circle vide its letter referred above at Sl. No (2) has promoted and transferred one officer from Ratnagiri to Satara(Sl. No 94) and Ashwini Bharti (Sl. No 98) from Satara to Ratnigiri. In this circumstances when one officer has been granted immunity from transfer(Sl No 98) then the officer (Sl No 94) could have been retained at the same station, when the officer herself is willing to retain and have applied accordingly.

Further I will like to discuss the cases pursued by this association immunity/retention on medical ground and administrative ground which are not considered by the management.



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(1) **Shri Rajesh Nehte, Per No-99801755** has applied in OTP for transfer to Dhule from Jalgaon in January 2021 OTP. His transfer order is not issued by the Circle office for about one year and now he has been promoted and posted at Jalna. I request you to consider his case of change of station and post him at Dhule.

(2) **Shri Rupesh Gujrathi, HRMS No - 200206642** is promoted and transferred to Beed from Nashik. His case for retention is recommended by Nashik SSA on administrative ground. If he cannot be retained at Nashik then I request you to consider his application for change of station on Spouse ground. His wife is working as AO in Pune so he may be posted at Pune.

(3) **Amruta Lele, Per No - 99101550** may be retained at Ratnagiri as Ashwini Bharti is granted immunity. Amruta Lele is working in Tenure station and is willing to continue there. Her request for retention may please be considered.

(4) **Shri Prakash Khule, Per No - 99803572** has submitted the civil surgeon certificate certifying that his wife is suffering from Panic disorder. As per the transfer policy guidelines immunity from transfer is granted for particular Diseases/disorders. His case for retention at Nashik may be considered on Medical ground. As per Amendment to Transfer Policy guidelines letter dtd 24/11/2014 by Corporate Office, Clause 6(i)(vi) the care giver to person suffering from mental illness be given immunity from transfer.

(5) **Shri Umesh Vyas, Per No - 206770** has requested for change of station from Goa to Mumbai.

(6) **Shri R.S.More, Per No - 99704706** . Nashik SSA has recommended his case for retention on administrative ground.

(7) **Shri D.S.Chavhan Per No - 99105280**. The officer has already applied for OTP transfer to BBNW, Bangalore/Karnataka/Tamilnadu Circle. The orders for inter circle are yet to be issued. In recent promotion orders he has been transferred to Solapur. He has applied for retention in Pune as his transfer orders may be issued shortly.

I hope that after going through the cases you will consider it.

(2) Issuance of Tenure Transfer Order -

It is to bring to your kind notice that the tenure transfer orders are not Issued since July-Aug 2022. Many executives have completed their tenure 3-4 months before and waiting for issuance of their transfer orders. As per the guidelines by Corporate office the tenure transfer orders should be issued before completion of tenure period. It is a request to you to consider this genuine demand and issue the tenure transfer orders at the earliest.

(3) Publishing of longest stay list and discrepancies thereof -

I wish to thank you for publishing the longest stay list of Telecom side but at the same time I will like to point out the discrepancies in the published list.

(a) The list published does not show correct data for many executives.

(b) The data does not contain the stay count of executives working in WZBC(Mobile Nodal) section. Many executives working in Nodal section is having more stay than others(especially in Pune, Mumbai and Nagpur) but they are exempted from transfer as their Name does not appear in the longest stay list. It is against the principle of Natural justice and should be taken care of. WZBC is the part of Maharashtra Circle and as such the name of such executives should be included while issuing the transfer orders.



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(c) The data doesn't show the date of entry in SSA.

(4) Issuance of OTP Transfers –

I wish to bring to your kind notice that the OTP transfers are not issued since January 2022. It was expected that after implementation of OTP transfer the transfer orders will be issued in a transparent and speedy manner but instead it has got worse and the orders are pending for about a year. When any executive apply for Transfer on own cost then it is due to the then prevailing conditions or his requirement and if the orders are issued with so much of delay then the executive may not be in a position to relocate at that point of time so I request you to give consider such cases and in case of delayed orders the request for cancellation/retention shall be considered.

(5) Implementation of Zonal structure in MH Circle –

Maharashtra Circle is very big Circle in terms of geographical coverage. In such condition if a person of eastern part of Maharashtra is transferred to Western part and vice versa it is hard for the executive to take care of his official responsibilities and his family responsibilities. I wish to request your good self to divide Maharashtra in 4 to 5 zones and the executives may be transferred in the zone while issuing company cost order. This will help in executives accepting the transfer order and joining at the respective locations. It will also reduce the tendency of executives to give option to work at Hard Tenure which is causing shortage in Maharashtra Circle. If Management agrees for this proposal SNEA Maharashtra will favour such decision and will like to share its input in this matter.

(6) Declaring Nanded,Parbhani as Tenure stations –

It is observed that no any executives are willing to relocate at Nanded, Parabhani. Similar situation was observed for Gadchiroli,Ratnagiri in earlier days but after defining it as the tenure station the executives are opting for it, thus we request you to consider the proposal and declare Nanded and Parbhani as the Tenure stations for Maharashtra Circle.

(7) Relieving of Executives for Hard Tenure –

There are some executives who have opted for transfer to Hard Tenure Circles and their transfer order has been issued. This executives are also ready to join at the earliest but the circle office has not endorsed the orders and also not relieved them. I request you to consider this cases and relieve at the earliest. The executives who have completed their tenure at this locations are waiting for reliever and they are from Maharashtra. Hence if these executives are relieved it will not cause additional shortage to Maharashtra Circle.

Sir, if you go through above discussion, you will find that there are many genuine issues of executives which need to be taken care of and which are pending since long. It is my humble request to you to go through the issues and consider it for the betterment of executives fraternity in particular and BSNL in general.

I once again wish to assure you that once these issues are settled we will come to you with detail inputs on Development issues and extend our whole hearted support for the growth of BSNL in Maharashtra Circle under your able leadership.



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With Warm Regards,

Sincerely Yours,

Samir Khare
Circle Secretary,
SNEA MH, Mumbai.