

**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION**



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No. AIBSNLEA/CHQ/CMD/2015

Dated 22<sup>nd</sup> September, 2015

To,

**Shri Anupam Srivastava,  
CMD, BSNL  
New Delhi-110001**

**Subject:** Affairs of Maharashtra Telecom Circle wherein the favoritism by Violating the Transfer Policy by Circle administration, violating the Honorable Supreme Court Guidelines in recent DE L/A orders, Seniors are being deprived from their just legitimate right, Poor HR in considering the requests of Executives with biased mind and Non-maintaining the up to date HR records and its supervision, such as Waiting list, requests, embezzlement of the records without prior approval, Processing the files with incomplete information, and so on - Reg

**Respected Sir,**

On the subject cited above, AIBSNLEA CHQ has been informed about the anarchy in the administration of Circle office of Maharashtra Telecom Circle dealing with the HR issues of Executives particularly against the members of AIBSNLEA and kindled the unrest in the minds of oppressed executive fraternity, embezzlement of the records without prior approval, may lead towards the degenerating industrial harmony. Opacity, scantiness, biased approached towards the points raised by this Association is deprecatory to the glory earned through their disciplines by ancestor monarchs of Circle administration. A few examples are as given below:

- A. Favoritism by Violating the Transfer Policy by Circle administration:**
- Example 1. Case of Mrs. Deshpande. JTO, Pune:** Her request is pending since last two years. By-passing her request to Circle office, a JTO from Nashik was transferred in one day and get relieved within 48 Hrs the quickest implementation of Order with intervention by Sr.GM (HQ & A) through phone directly to DGM /AGM Nashik Administration for early relieving. It is a biased action. It was uttered by many of Nashik comrades that it is a reciprocation of mutual understanding.
- Example 2. Case of Shri S.S. Joshi. SDE Satara:** Shri S.S.Joshi SDE Satara has requested to Pune well in advance when his name was not in the long stay list, but by-passing his name another SDE from Satara whose name was within 5 of long stay list got transferred to Pune.
- Example 3. Case of Shri Waghmare:** The officer has been transferred from Nanded to Sholapur. He has completed his two and eleven months at Sholapur. In June he is completing his 58 years. In the recent order dated 27/4/15 his name was not included in the list. Other officer from parabhani was being transferred to Nanded, even though he has completed less span of SSA break, that means just completed two years, and the chain operated wrongly as an Officer from Circle Office was transferred to Sholapur and to replacement the Officer from Sholapur Mr. Kore

transferred to Pune who has applied recently for Pune. Both the beneficiaries are the members of the Association to which the SDE staff B belongs as an activist and the proposal is being proposed in a biased way to get benefit to their members which is incorrect in eyes of law and natural justice. Hence it is kindly requested to issue of transfer order of Shri Wagmare to Nanded immediately.

- Example 4. Case of Mrs. Rairikar:** Mrs. Rairikar was working at Nashik as SDE. She was transferred to Jalgaon from Nashik though she is not coming in long stay list of that period. She has given retention up to 31/3/15. Then she requested for further retention but C.O. Mumbai regretted the requested. Then she requested for Ahmadnagar SSA at own cost but the SDE staff asked her to give another choice nearby Nashik as there is no vacancy to accommodate her at Ahmadnagar and her case will be regretted, so as it is told by the SDE staff B of C.O she gave her willingness on 16<sup>th</sup> April 15 to Dhulia and she also met the authority but she was informed that there is no vacancy at Nagar as based on the feedback given by the SDE staff B. So being under compulsion she has given her willingness to Dhulia and immediately her order was issued Dhulia and in the same order another executive was posted to AhmadNagar. It clearly shows that the SDE staff B with his skillfulness adjust the executive to Nagar rather than to accommodate Mrs. Rairikar to the reason best known to him or the administration.
- Example 5. Case of Shri Pawar S.C. SDE Dhule:** The officer was transferred to Ratnagiri on long stay basis, but he requested for retention at Dhule. His application was also recommended by SSA head. His request could not materialized hence under compulsion he had given willingness to Jalgaon (shortage of Executives) and Nashik but he was being pressurized to give third option Buldhana then only his request was made effective to Buldhana. The other three Executives retained there at Dhule whose orders were also being issued on long stay basis from Dhule and favoritism is being made as they are not AIBSNLEA members and victimized Shri Pawar being a strong member of AIBSNLEA.
- Example 6. Case of Shri Bhujabal Laxman DE Sindhudurg:** Shri Bhujabal, DE Sindhudurg has requested to Pune at Own cost after completion of 58 years.
- Example 7. Case of Shri Gopalghare DE Pune:** He also requested own cost to Nagar after completion of 58 years of age.
- Example 8. Case of Wagmare SDE Solapur:** He also requested to Nanded at own cost after completion of 58 years of age.

All these cases are long pending and kept lingering with tossing the files for one or other reason more than 4/5 months. All cases are eligible as per transfer policy TRANSFER RULING and GUIDING PRINCIPALS even though repeated requests by individuals these orders are kept pending. The only reason is all are active members of AIBSNLEA.

There are still another 3/4 cases in which the transfer policy is being violated and favoritism is being made. While going through all above cases as an example it is confirmed that membership of AIBSNLEA is being harassed by tyrant Circle administration and AIBSNLEA members are unfortunate Oppressed executives.

**B. Violation of the Honorable Supreme Court Guidelines in recent DE L/A orders:**

As per the Honorable Supreme Court order list no 6 & 7 were prepared for SDE seniority by Corporate Office and Circulated to all Circles in the first week of July 15. Maharashtra Circle took two month to finalize it. Even though finalizing the list old list kept operative as the person involved

in this list is AGM (A) at Circle office and active member of other Association and to favor him Circle administration kept this matter lingering with the intention best known to them. Our circle branch wrote to the circle administration but Circle administration is blindly following the tune played by other service Association. Second time also again Circle Administration has issued the DE L/A order without mentioning the specific period, is nothing but the contempt of Honorable court. At present the AGM (A) is still signing the transfer orders, which is illegal. It is requested to please look into matter and the attitude behind all the anti-Association and illegal activities must be booked. This activity is also having a vigilance angle to our opinion. Such orders against the court verdict are violation of CCS rule and the competent authority to review is none other than judiciary authority.

**C. Seniors are being deprived from their just legitimate right:**

**Example 1. Dinkar Sudhir SDE Satara:** The officer was transferred to NETF Circle, but get retention on 17/8/15 up to March 16. He has opted Pune/ Pune nodal as per the willingness called for by Circle Office, but his name was not included in DE L/A order which was issued after 15 days of receiving his retention order, and too much junior to him have been given DE L/A at Pune. It is an injustice to individual as well as it has violated the DE L/A policy. On the contrary the Executive from Ratnagiri who was also under transfer to Assam and no retention is being ordered and relived by Circle Office he has been given DE L/A order.

**Example 2. Shri Ladde from Latur** The officer has opted Pune but he also being deprived the right and his name was not considered for DE L/A.

**D. Poor HR in considering the requests of Executives with biased mind:**

Here we can quote "N" no of cases, such as Smt. Thakur from Nashik, wrong stay of Mrs. Dhage from Nagar, Shri Pophale SDE Pune victim of the wrong data, without calling option from executives and by purposefully dropping the names of First three seniors in long stay list, No maintenance of proper records at HR section, deletion of waiting list case of Shri Gaikar who was made sufferer of this act done intentionally by SDE staff B and supported by the authority of HR.

**E. Non-maintaining the up to date HR records and its supervision, embezzlement of the records without prior approval, Processing, the files with incomplete information, and so on:**

**Example 1. Case of Bari P.P. SDE Jalgaon:** The officer has requested to WTR but his case was regretted on plea of shortage of executives and 5 officers application were sent for ITPC and back door forwarding of request of a SDE from Nashik to NCNGN, Keeping Rule 8 transfer applications pending since long back, smells the wrong doings and ill intention of the administration.

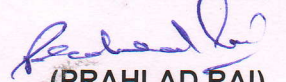
**Example 2. Case of Pokale DE Beed:** The officer has been transferred to CO Mumbai on promotion as Adhoc DE in July 2013 but as the officer has medical problem the circle administration has given him retention up to August 14 as Adhoc DE transfer. In September 14 the officer was promoted as Regular DE and posted at Beed. Now the Circle office is reliving him through ERP on order issued in Feb 15 under reference to order dated for adhoc 30/09/2015 under reference order of Adhoc DE. As per transfer policy he is not senior and thus violated transfer policy. In Beed one DE is going to retire in Nov 15 and another SDE is DE L/A. We think circle office is Joking. A loose administration is being exhibited. This is because the officer is AIBSNLEA member. Similar case of **Mundhe DE** as his sister who was medically challenged and widow and paralytic dependent on the officer makes him eligible to

get immunity from transfer but even he represent he was forced to relive and the poor officer join his new assignment. So cruel behavior and at last her sister passed away and the officer was unable to serve sister in her last days.

This type of step motherly treatment may lead to industrial unrest. It is, therefore requested to kindly intervene in the matter and instruct CGMT Maharashtra Circle to resolve the issues at the earliest.

With kind regards,

Yours Sincerely

  
(PRAHLAD RAI)  
General Secretary

Copy to-

- 0/c
1. Smt. Sujata Ray, Director (HR), BSNL Board, New Delhi
  2. Shri Shameem Akhtar, SR GM (SR), BSNL Corporate Office, New Delhi