



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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General Secretary

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All Communications
to the General Secretary

To,

Shri. Arvind Vadnerkar ji,
Director HR, BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
H.C. Mathur Lane, Janpath, New Delhi.

Letter No. SNEA CHQ/Corr/Dir HR /2022-23

Dated 3rd July 2023.

Sub: Request for to take action against officers misusing ESS/ ERP authorities to make arbitrary changes in the Membership subscription of SNEA members and to take immediate action to stop such illegal and criminal activities by Certain Officer of BSNL.

Respected Sir,

With reference to above subject, it is to inform that we have already brought to notice of PGM SR BSNL CO about forceful and illegal stopping of SNEA membership subscription of hundreds of Executives and allowing membership of certain executives to more than one or even more than two associations in some cases against the guidelines of SR Cell to have membership of only one association.

We have also brought to kind notice of PGM SR that some specific officers having expertise in ESS/ERP and who are dealing with membership subscription and some who do not have any official role to deal with ESS/ERP authorities related to membership subscription are misusing roles of ERP/ESS and thereby making arbitrary changes in membership of SNEA Members.

We have also noticed that on transfer of officers from one station to other, the subscription of SNEA members is either stopped or deduction is started to other associations without knowledge /consent of concerned officers. When it is brought to notice of DDOs then same is restored. This happened about all the members of SNEA who are transferred either under long stay or under OTP Request transfers.

As per guidelines the membership of any association should be locked since 16th of July every year and there should not be any reduction in it till there is any specific action of retirement/VRS or unfortunate death of any executives. There can be addition in membership in case of new joining or opting to membership of any association by executive who is not member of any association and opts for membership of particular association. But unfortunately, the instructions issued by SR cell are not followed which can be seen that there are always changes in membership after window is closed. If these changes are to be illegally permitted as per wish and will of the officers who are having ERP authority/role, then what is purpose of opening window for particular time and putting restrictions of changeover membership as being done now, needs to be analyzed and decided once for all.

From data of SNEA membership received from BSNL CO, it is seen that during Month of May 23, the membership of 172 SNEA Members is stopped illegally. This is figure of only May 2023 and we have observed such forceful stopping of SNEA

membership each and every month and in some cases, individuals have approached Salary disbursing officers and restored it, but many members are not aware about such arbitrary changes and membership of SNEA is reduced by such illegal, unauthorized acts.

Sir, you will be surprised to know the extent of misuse of authority and illegal action by these certain authority misusing officers that the Membership deduction GS SNEA has been forcefully stopped from Month of April 2023 without any request from my side or without any intimation to me. When it has come to my notice, I have checked with Salary Disbursing officer at BSNL CO and he also was surprised to changes without his knowledge. After checking details, he found that my deduction has been stopped from 28/04/2023 but not by him, but someone else has stopped it. Then on my request he has checked details and informed that some AGM from BBNW Benglore has stopped my membership deduction and advised me to take up matter with him.

When I have discussed with concerned AGM in BBNW, he informed that he has not done any such changes and he has pointed out misuse of his password by somebody else. We have discussed this issue, with some technical officers and they have informed that who has done these arbitrarily changes can be searched out and guilty officer can be booked if instructions are issued from your good office.

We have further asked certain officers whose SNEA membership has been stopped forcefully and they also have found such action by the officers who are not their salary disbursing officer or by Salary disbursing officer and it is solid proof that in BSNL the ESS/ERP login authorities/roles are deliberately allotted to officers other than Salary Disbursing officer and are misused for forceful stopping membership of SNEA. Certain group of officers is behind these criminal actions and hence this matter needs to be investigated and responsibility needs to be fixed against these officers.

It is need of hour to check and confirm under what circumstances the roles of Membership subscriptions are allotted to officers other than the Salary Disbursing officers and how the AGM level Officer at BBNW Bangalore is authorized to stop membership of SNEA Member at BSNL Corporate office, New Delhi.

Such illegal changes in membership without consent of member and when it is not permitted beyond the period of membership window, is nothing but criminal activity and needs to be investigated by the Vigilance team and the officers who are misusing authorities in ESS/ERP login needs to be taken to task. As no action is being taken by BSNL for stopping misuse of authorities in ERP/ESS login the daring to misuse by these officers in increasing and today they are misusing powers/authorities for changeover of membership of SNEA, they will be using for making such changes in other cases also. BSNL is dealing with corers of financial issues daily and we cannot role of misuse of authorities of ERP/ESS for giving financial benefits to individual and vendors.

These arbitrary changes are not allowed when window for same is not open but in BSNL for certain officers this has been allowed and they are misusing these authorities to forceful stopping SNEA membership of SNEA executives. We have doubt that some of Salary Disbursing officers and some of the officers other than Salary disbursing officers are allotted these authorities/roles in ERP illegally and they are given free hand to misuse against SNEA and its Members.

These issues of misuse of ESS/ERP authorities/roles have bene brought to notice of BA/Circle Heads many times but no action has been taken on it. We have earlier submitted the details of such criminal activity to CGMT MH Circle with solid proof, but no action was taken against the concerned DDO and he was allowed get transfer to

another Circle. If corrective action would have taken that time, the misuse continued would have been stopped.

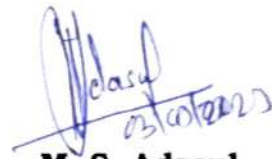
By understanding the seriousness of the deliberate misuse of ESS/ERP roles and authorities by certain officers in BSNL, we hereby request your honour to:

1. Investigate the criminal activities by certain officers targeting SNEA members and book the guilty officers if any, for the same by fixing responsibility.
2. Investigate the matter for allotting/authoring roles of Membership changeover to the officers other than the salary disbursing officer.
3. To issue binding instructions to DDOs not to involve in any such activities of stopping membership of SNEA on transfers and rather ensure membership of association as per the entry in LPC and entry of membership of association should be compulsorily made in LPC at par with other deductions.
4. Issue binding instructing to continue membership of existing associations even on transfers and if any DDOs is deliberately stopping the deduction of particular association after membership window period, the responsibility should fix with him/her so that others do not dare to do any such criminal activity.
5. As membership has become online for executives, the roles /authorities given to Salary Disbursing officer may be withdrawn at least for executive Association membership and naturally no such roles/authorities should be available to any other officer as being allotted and misused now.

We are confident that your good office will take serious note of the criminal activities by certain officers with malice in mind to damage to SNEA and also hopeful that immediate action is taken for arresting misuse of ERP/ESS authorities/roles by certain officers with biased approach in office works.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. Director Finance for kind information please.
3. PGM SR BSNL CO for kind information and n/a please
4. PGM Pers BSNL CO for kind information and n/a please
5. GM Vigilance BSNL CO for kind information please.