**21 Oct 14:Meeting of JAC Maharashtra with Shri. M.K. Jain, CGMT MH:** As decided in the special meeting of Joint Action Committee, Maharashtra Circle on implementation of Deloitte recommendations, Circle Secretaries, CHQ & Circle leaders from different Unions & Associations had special and urgent meeting with **Shri. M. K. Jain,** CGMT MH in his chamber at 1630 Hrs on 20/10/2014. The delegation submitted memorandum of JAC Maharashtra protesting implementation of Deloitte recommendations & its arbitrary implementation in Maharashtra Circle.**Copy of Memorandum**[**<<<>>>**](http://www.sneamah.net/Disclosure%20of%20APRs%2018%20Oct%2014.pdf)**.**

**Shri. M. K. Jain,**CGMT MH speared time from his busy schedule and granted meeting JAC to have discussions with Deloitte recommendations and implementation of Area office Concept in Maharashtra Circle. CGMT MH went through the entire memorandum word by word before start of discussions. Thereafter initiating discussions, he explained the steps taken by his office on this issue from the date of receipt of Deloitte Committee recommendations by his office and response to reminders issued by BSNL CO.

JAC MH brought to notice of CGMT MH that the letter issued by BSNL CO reads that Deloitte recommendations are being implemented in Maharashtra Circle only due to his recommendations as CGMT and objected on such recommendations affecting working of BSNL Maharashtra Circle. Shri. Jain, CGMT MH made it clear that his office has not given any recommendations and his office letter dated 20/09/2014 referred in BSNL CO orders for pilot implementation of Deloitte in Maharashtra, does not recommend anything and these are just comments as asked by BSNL CO after HOCC Meeting and his office has responded after reminders from BSNL CO. He further added that   nothing has been specially recommended on his part or on part of Maharashtra Circle. However he made it clear that he has received call from GM Restructuring BSNL CO on this subject and has discussed implementation of Deloitte recommendations in Maharashtra Circle. CGMT further informed that in HOCC Meeting also it was decided that Deloitte recommendations will not be implemented as it is in BSNL and decision will be taken after pilot implementation in some of Circle and results thereof. In this case BSNL CO has selected Maharashtra Circle as pilot and he has given consent for same.

We brought to notice of CGMT that report says that these recommendations are to be implemented after 2016 as First phase i.e. after total ERP Rollout & how Circle management has agreed for its implementations before rollout of ERP. CGMT MH said that ERP has been fully implemented in Maharashtra Circle at least on papers and agreed that there are many unresolved issues with ERP in Maharashtra Circle and under administrative compulsions he has given consent.

We then asked why in each and every such experiments only Maharashtra Circle is taken as pilot, right from CDR to Deloitte and why BSNL management is not looking at other Circles for any such experiment. We also pointed out that if ERP implementation was the only criteria then it should have been implemented in Karnataka Circle where ERP has been implemented before Maharashtra Circle. However it did not happen, as CGMT KTK has not given any such consent as given by CGMT MH. JAC MH registered strong objection on selection of Maharashtra as pilot at each and every occasions and CGMT MH also agreed to our views and added that he has witnessed bad impact of such experiments in Maharashtra Circle.

We had detailed discussions on merger of smaller SSAs with bigger SSAs and mainly asked about availability of officers of GM/DGM level as recommended by Deloitte and if these many officers of GM/DGM level officers are available then what is problem in posting them as SSA Head and what is idea in centralizing them at major places and we will like to know the benefits of such centralization. CGMT expressed that he has no detail idea about benefits and his office has just submitted comments on HR issues as called by BSNL CO. As no comments were called by BSNL CO on remaining recommendations submitted by Deloitte in its 572 pages report, his office has not taken any decision on implementation of any other recommendations of Deloitte.

We brought to his notice that all the Unions and Associations are opposing Deloitte recommendations since its submission in BSNL. We also asked why his office has not consulted Unions/Associations in Maharashtra Circle before sending his special recommendations cum comments on this subject to BSNL CO. He explained that till the day he got sms from CS SNEA(I) MH, he was not aware about the oppose of Deloitte recommendations by Unions & Associations and whatever steps have been taken by his office are routine and nothing has been done special for it. He also added that none of representative of Deloitee has discussed any of the issue with him at any time and may have discussed with earlier CGMT. He said that it was not question of he likes or dislike Deloitte recommendations, but it was official procedure as per information/comments called by BSNL CO which were sent by Add GM HR/Admn Mumbai with his approval.

CGMT MH further added that now he has understood the unrest and oppose from all Unions and Associations for Deolitte recommendations and he immediately marked JAC memorandum to Sr GM HR/Admn & Addl DGM HR/Admn for reprocessing file by adding views expressed by JAC. He assured JAC Delegation that his office will write a letter to BSNL CO in changed scenario & difficulties in implementation of Area Office concept in Maharashtra Circle. He also expressed that no one has brought to his notice that there is oppose in implementation of Deloitte recommendations from Unions /Associations, hence he has never thought from different angle and everything was taken as routine matter, and hence there is some confusion.

We also requested CGMT MH to express his views & experience as GMT when he was handling charge of two SSAs and was he able to give attention & proper justification to second SSA attached to him as additional charge wherein he clarified that it is not possible to take care of all issues in both the SSAs to proper depth and second SSA is always given second priority. When asked for his personal views about SSA Merger, he made it clear that he also finds that merger of SSAs in this manner will not give results as expected by Deolitte.

On arbitrary changes made by Maharashtra Circle in these original Deloitte recommendations, CGMT MH informed that some of recommendations of Deloitte on merger of SSAs like Dhule with Kalyan are found wrong and cannot be implemented practically and his office has suggested some modifications for reporting of Dhule to Nashik, some changes in merger of geographical area, shifting of PGMT post from Kalyan to Nagpur etc. He also clarified that he has already made it clear to BSNL CO that till required DGMs/GMs are not posted in Maharashtra Circle he will not implement Area Office Concept in Maharashtra Circle.

 After listening grievances in detail and understanding practical difficulties in Merger of SSAs, Shri. M.K. Jain, CGMT MH assured to review the decision of Area Office Concept & its implementation in Maharashtra Circle and take up matter with BSNL Corporate office in view of protest by Joint Action Committee of Maharashtra Circle through meeting & memorandum submitted thereof. He also directed us to take up matter with BSNL CO through CHQ leaders and assured that if required he will have further discussions with JAC on this subject. We also assured him to give detailed feedback on this subject. This urgent Meeting concluded with positive assurance by CGMT MH to write to BSNL CO about the difficulties faced in implementation of Area office Concept in Maharashtra Circle and to have further discussions with JAC on this subject.

**21 Oct 14:**Urgent Meeting of JAC Maharashtra on implementation of Deloitte Recommendation in Maharashtra Circle: On initiatives of **Com. Nagesh Nalawade,** Convener JAC MH,  the meeting of Joint Action Committee was held at 1500 hrs on 20/10/2014 in Conference Hall, Circle Office Mumbai which was attended by **Com. Nagesh Nalawade,**CS BSNLEU, **Com. Ramesh Ayare,** CS NFTE BSNL, **Com. V.P.Kulkarni,** CS AIBSNLEA and **Com. M.S. Adasul,** CS SNEA(I) MH and some prominent Circle & CHQ leaders from different Unions & Associations. From SNEA (I) side **Com. Sudhir Bhosale**CT SNEA (I) MH & **Com. Anil Dubey**DS SNEA (I) Mumbai also participated in the meeting. This meeting was specially called for discussions on **recommendations of Deloitte Committee and its implementation in Maharashtra Circle.**

All the Circle Secretaries and CHQ/Circle leaders expressed their views in details. **Com. Nagesh Nalawade**read out all the letters issued on this subject and also read out draft of letter to be submitted to CGMT MH. Important recommendations of Deloitte and strategies being adopted for its implementation in BSNL were also discussed along with its impact on overall working of BSNL and its workforce. Concept of Area Offices and reduction of SSAs to less than 50% of existing SSAs throughout Maharashtra Circle was discussed with practical difficulties and real impact on the SSAs which are going to be merged with bigger SSAs. Meeting also discussed difference between original recommendations of Deloitte, its flaws, and arbitrary changes made by Maharashtra Circle in these original recommendations.

 After elaborate discussions, the meeting concluded that Deloitte Recommendations including Area Office Concept will not yield any result on part of BSNL’s growth and hence it was unanimously decided to oppose the proposal for implementation of Deloitte recommendations not only in Maharashtra Circle but in any of the circle in BSNL as it is mainly focused on outsourcing of all BSNL network and hence against BSNL’s own workforce. The said recommendations are mainly against Executives & Non Executives presently working in BSNL and directly or indirectly supports private companies, vendors and it is aimed at sidelining the own work force of BSNL. Leaders also opposed & condemned the backdoor way adopted by BSNL management in these implementation without any consultation with Unions & Associations and actually affected parties with such mass level changes.

**By rising to the need of time and the way in which management is trying to implement the concept of Area Offices in Maharashtra Circle hurriedly, it was decided to have immediate and urgent meeting with CGMT Maharashtra & bring to his notice the anguish among the Executives and Non Executives throughout Maharashtra on implementation concept of Area Office and other such recommendations affecting working of BSNL and its workforce as suggested by Deloitte Committee**

          It was also decided to put on records the negative impact of Deloitte recommendations with facts and figures and outcome of earlier such recommendations by similar committees and till if managements did not respond positively, then it was decided to go for immediate agitational action on platform of JAC Maharashtra.