

# Telecom Executives' Association of MTNL

## CENTRAL HEAD QUARTER

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To,

GM (HR), MTNL,

CGO Complex, New Delhi.

**Subject: Brief of discussion of the meeting held on 13-05-2013**

**Respected Madam,**

Kindly recall our discussion held with your good self on 13-05-2013 in your office. The meeting was attended by Sh. V.P.Bhardwaj Joint Gen. Secy. , Sh. Rajeeb Kumar Asstt. Gen. Secy., Sh. Ram Gopal Circle Secretary, Delhi and Sh. K.R.Yadav President, Delhi Circle from our side along with undersigned & Sh. M.K.Saxena Jt. GM(HR), Sh.Kulwant Chand DGM(Pers.) from management side. The following pending HR issues were discussed and the status informed by the management is as under:

1. **Revision of seniority in respect of SDE in the light of 1966 posts:** We asked about the status of the issue because the same is pending since long. We have been informed that matter is pending with legal cell for some clarification. We have requested to expedite the same.
2. **Grant of one increment to Senior AO/ Senior SDE on their regular promotion:** The issue is pending since long. We were informed that the matter is being examined and it is under process. We have further requested the management to send the clarification to Delhi unit so that the executive should not face the recovery at the time of their retirement.
3. **Grant of one increment to DE/CAO on regular promotion:** We asked the management to implement the E.P.P2007 in its letter and spirit and issue the necessary clarification/instruction to Delhi and Mumbai units for extending the benefit of one additional increment to all the eligible executives on their regular post based promotion from SDE to D.E and AO to CAO.

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4. **Fixation of seniority of JAO:** Discrepancies in seniority of JAOs is to be sorted out and It should not to be based on the basis of marks obtained in the training . It must be based on the basis of merit of marks obtained in JAO part -2 exam. We have been assured by the management to consider our view point in this regard. We were informed that the matter will be looked into and then discussed in next meeting.
5. **DPC of DGM (Telecom)/DGM (Finance)/CAOs/SDEs etc.** : We were informed that DPC for DGM (Telecom) and DGM (Finance) is under process. Screening report of DGM (Telecom) is already received. The DPC will be held shortly and accordingly promotion orders will be issued.
6. **Dispute on number of vacancies in various cadres:** We were informed that the dispute pertaining to number of vacancies can't be settled by GM (HR) .Hence it should be discussed with CMD/Dir (HR) .
7. **Financial up gradation not being given to Hindi Officers/Stenographers:** We were informed that the matter should be taken up with respective units since no such instruction has been given from Corporate Office. We have further requested to issue necessary instruction/clarification to Delhi and Mumbai units in this regard .we have informed the management that the financial up gradation from E-2 to E-3 to Hindi officers /stenographer is not being given as per E.P.P 2007. The Delhi and Mumbai units are either not giving first financial up gradation as per E.P.P 2007 and it is being giving only after completion of 5 years of service. Which is contravention to the provision in E.P.P2007.Where in the provision is that the financial upgradation from E-2 to E-3 is to be given after 4 years service if the official concerned has already cross the minimum of basic of E-3 otherwise after 5 years.
8. **Status of Child Care Leave:** We were informed that some information has been sought from both the units and thereafter we will discuss and then decide the issue. We have further requested to expedite the matter and issue the order as per Government of India instructions in this regard.
9. **Medical Policy:** We submitted that a lot of complaints are being received from the members against the TPA for not releasing even the insured amount during indoor treatment. There are many other problems like not releasing floater amount, not attending phone calls of patients during emergency, etc. We were informed that the matter will be looked into and resolved.
10. **Fixation of inter-se- seniority of JTOs:** Fixation of inter-se-seniority of JTOs of those who have passed on the relaxed norms. The conditions of the orders are to be adhered while fixing the seniority of the JTOs with other JTOs who have passed the JTO exam as per prescribed norms of the department.

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**11. Correspondence with association:** We suggested that whenever we (TEAM) raise issues through written correspondence , at least some reply from management side should be given in order to minimise the communication gap.

**We further request to your good self to kindly expedite all the pending issues for their early settlement.**

**With regards.**

**Yours sincerely**

**(A.K.Kaushik)**