

# Telecom Executives' Association of MTNL

## CENTRAL HEAD QUARTER

**N.L. Thanagraj**  
President

**C.U. Gade**  
Treasurer

**Ashok Kumar Kaushik**  
General Secretary

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No. TEAM/CHQ/MTNL/CO/2013-14/37

Dated : 27.06.2013

To ,

Shri A.K.Garg,

Chairman and Managing Director,

Mahanagar Telephone Nigam Limited,

Door Sanchar Sadan, C.G.O. Complex, New Delhi.

Subject:- Non Grant of One increment on Regular promotion as Sr. Manager(Telecom/Finance).

Ref.No. :- 1. MTNL/CO/Pers-II/E-5/DPC/Finance/2010-11/95 dated 03.11.2011

2. MTNL/CO/Pers-II/E-5/Telecom/2012-13/578 dated 04..05.2013

3. MTNL/CO/Pers-II/E-5/DPC/Finance/2010-11/62 dated 21..06.2013.

Sir,

Kindly refer to above mentioned promotion orders issued by Corporate Office in the year 2011 and 2013 vide which regular promotion as Sr. Manager were granted to the eligible executives in Telecom and Finance wing. In this connection, we would like to reiterate that these promotion orders were issued as per Sr. Manager Recruitment Rules, 2008. As per Executive Promotion Policy,2007 clause No. 11(V), one additional increment is given to the promotee executives if he is already in the same time scale prior to post based promotion .But in this case the benefit of one increment to the promotee executives have been denied by giving wrong reference of the clause 14.1 and 14.2 of the MTNL Senior Management Services Promotion Policy-2010 circulated vide OM No. MTNL/CO/R&E/2009/119 dated 03.08.2011 which is not applicable in the above mentioned promotion orders. Earlier one increment was given to the Sr. Managers promoted on regular basis during 2009.

Our association has raised this issue in each & every meeting held with the management at various levels since 2011 onwards but all in vain. MTNL management is trying to find out the ways and means to deny the financial benefits to the absorbed executives. Even management is not hesitating to violate the referred clause of its own framed EPP,2007.

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It is therefore, once again requested to kindly look into the matter personally and extend benefit of one increment to the eligible executives.

With regards,

Yours faithfully,



(A.K.KAUSHIK)

General Secretary

copy to:-

1. Director (HR) for information and necessary action pl.
2. Director (Finance) for information and necessary action pl.
3. GM (HR) for information and necessary action pl.