

Telecom Executives' Association of MTNL

CENTRAL HEAD QUARTER

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No. TEAM/CHQ/MTNL/CO/2013-14/46

Dated : 28.07.2013

To ,

Shri A.K.Garg,

Chairman and Managing Director,

Mahanagar Telephone Nigam Limited,

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

Sub: Re-fixation of Seniority for C.A.O (Regular) in E-5 grade.

Sir,

Kindly refer to our discussions with your goodself in which we have pointed out about the abnormal delay in holding of regular DPCs in various streams. We also pointed out that while conducting DPCs all vacant posts are not being considered due to which the eligible executives, those who are otherwise fit for promotion could not get the promotion. In this reference, we would like to draw your kind attention towards the following facts :-

That Ist DPC for regular promotion as Chief Accounts Officer was held in Aug, 2009 after a lapse of long 9 years since absorption took place. Even though the Executives Promotion Policy of MTNL was decided and promulgated in 2007 itself (EPP 2007). This first DPC held in 2009 had been conducted only for 73 posts while 93 posts were available in the cadre of CAO. Due to the arbitrary decision of MTNL, 20 AOs/ SrAOs could not be promoted as CAO. The same practice was adopted by the management for promoting the SDE/ Sr.SDEs to Divisional Engineers on regular basis. The management hold the next DPC from AO/Sr AO to CAO in 2011 and all those executives, who were not considered in the Ist DPC have been promoted in this DPC. Due to this indifferent attitude of management towards the DOT Officers absorbed in MTNL, the absorbees had suffered badly and they did not got their due promotion in time for which they were all, otherwise eligible. These executives are not only been deprived of their due promotion but also lost their seniority and become junior.

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We, therefore, request your goodself to kindly look into the matter personally and ensure the justice to all those executives, who have suffered badly due to this indifferent attitude of the management. We, further request you to kindly see that all these 20 executives who could not be considered and promoted by 2009 DPC and got promotion in 2011, only, they all must be given the seniority from 2009 at par with all those executives who are similarly placed. The DPC held in 2011 may be treated as review DPC for them. All these deprived executives may also be considered for promotion from CAO to DGM along with all those executives promoted in 2009.

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.