

Telecom Executives' Association of MTNL CENTRAL HEAD QUARTER

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No. TEAM/CHQ/MTNL/20/2012

Date 08.06.2012

To
Sh. A.K.Garg,
Chairman and Managing Director, ↓
Mahanagar Telephone Nigam Limited,
Jeevan Bharti Building,
New Delhi.

Sub:- Holding of DPC for Regular Promotion as DGM(Finance).

Sir,

Kindly recall our discussion held on 29.05.2012 on the subject under reference. There are nearly 50 posts of DGM (Finance) available in Delhi and Mumbai. These posts of DGM are either lying vacant or being manned through looking after (I.A) arrangement. When we ask the HR Cell about non holding of DPC for DGM, we have been informed that eligible regular Chief Accounts Officers are not available. This is a shocking information for us.

For your kind information, we want to inform you that the huge number of Accounts Officers are available in MTNL those who are having more than 8 years of service in the cadre of Accounts Officers. Apart from this, huge number of CAO's are working as look-after, officiating and Adhoc arrangement. These reasons of HR Cell are not at all tenable. Basically it is a failure of HR Cell that the DPC for promotion of CAO could not be held timely. HR Cell of Corporate Office has held only two DPCs for CAOs one in June.2009 and another in November 2011. for regular promotion of AO/Sr AO to CAO. Due to lack of vision in HR Cell of Corporate Office, the absorbed executives are finding themselves frustrated. MTNL is facing an uncalled for situation at DGM Level.

It is worth to bring to your kind notice that the absorption process of Group A and B officers in Accounts and Finance wing has been completed and it is well known fact that all the DGM(F) posts has to be filled up by promoting the absorbed Chief Accounts Officers. Their legitimate right for the promotion of DGM (Finance) can not be forgone simply due to non holding of regular DPC in time by DOT or MTNL.

To meet the present crisis, we submit that all the CAOs working as adhoc since their absorption in MTNL, i.e 01.10.2000 or further promoted as adhoc CAO either by DOT or MTNL shall be considered as regular CAO for their promotion to DGM(F) on regular basis. The adhoc period must be taken as regular CAO.

Contd.....page 2

-2-

In view of the above , we request to your good self to hold the DPC for regular promotion from CAO to DGM(Finance) at the earliest so that all the vacant posts of DGM(F) can be filled up on regular basis and the executives, who are waiting for regular promotion or working on looking after basis can get the long awaited regular promotion as DGM(F).

With regards,

Yours sincerely,



(A.K.Kaushik)

General Secretary

Copy to:-

1. Sh. S.P.Pachauri, Director(HR)-for kind information and necessary action please.
2. Smt. Anita Soni, Director(Fin) for information and necessary action please.