

Telecom Executives' Association of MTNL

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No. TEAM/CHQ/MTNL/CO/SM/2015-16/110

Dated : 15.09.2015

To

The Chairman and Managing Director,
MTNL, Corporate Office,
Mahanagar Doorsanchar Sadan,
9 CGO Complex,
Lodhi Road, New Delhi.-110003

Sub:- Request for modification in the MTNL Senior Management Recruitment rules, 2008 dated 17.4.2010 - in respect of essential Educational Qualification for Promotion to the post of Senior Manager / Executive Engineer (Civil/Electrical) for internal Candidates by Seniority cum fitness as mentioned in Annexure-II, Page - 8, Row3, Col. 3 of MTNL SMRR,2008

Reference No.:-

- i) DOT, Ministry of Communication office order No. 19-23/2012- CWG dated 11.2.2015
- ii) BSNL Corporate office order No. 400-106/2013- Pers.I dated 16.07.2015.

Respected Sir,

It is to inform that (for internal candidate) the Educational Qualification for promotion to the grade of Executive Engineer (Civil / Electrical) was degree in Engineering in DOT, BSNL as well as MTNL. The same has been modified in Department of Telecommunication as well as in Bharat Sanchar Nigam Ltd. vide above cited orders under reference at S.No. (i) and ii) to give relief to the Diploma Holder Sub-Divisional Engineers who were having a long experience but were deprived of their next promotion to the grade / post of Executive Engineer due to lack of qualification requirement as the same was B-Tech or equivalent degree in Engineering in the Recruitment Rules. Due to this condition there is resentment, frustration and demoralization amongst the Sub Divisional Engineers working in Civil/Electrical units.

Because of the prevailing situation some officers (Civil/Electrical) working in the Department of Posts approach to Hon'ble High Court. The Hon'ble High Court in its order dated 05.08.2014 gave decision in their favour. The conclusion of the Hon'ble High Court judgement was that :-

"The Asst. Engineer (now called Sub-divisional Engineer or SDE's) holding a Diploma in Engineering (Civil) with 10 years of technical experience is equivalent to Degree in Engineering and the eligibility for such Diploma holders Assistant Engineer for promotion to Executive Engineer(Civil) may need to be decided accordingly."

In view of the above judgment, the Department of Telecommunication after consultation with DOP&T, M/o HRD and Legal Advisor (DOT), has issued the order vide letter no. 19-23/2012-CWG dated 11.02.2015 and decided to implement the judgement order dt. 5.8.2014 of Hon'ble High Court, Delhi. (Copy of the said orders is enclosed).

Similarly based on DOT order no.19-23/2012-CWG dated 11.02.2015, Bharat Sanchar Nigam Limited vide Corporate office order no. 400-106/2013-Pers.I dated 16.07.2015 has modified the RR's and have given clarification that "for promotion to Executive Engineer in Civil / Electrical streams, a diploma in appropriate field of Engineering with 10 years experience shall be construed to be equivalent to Degree in Engineering in appropriate field as per the requirement of qualification and as such decided to consider Diploma holders with 10 years of experience to be equivalent to degree in Engineering for granting promotion to the post of Executive Engineer (Civil/Electrical). Copy of the orders is also enclosed for reference.

In view of above said orders, we humbly request your good self to review and make modification in the present MTNL Senior Management Recruitment Rules, 2008 dated 17.04.2010 as has been done in DOT and BSNL, so that the officers/executives who are diploma holders and having more than 20 to 35 years experience should not be deprived of their legitimate promotion to the grade of Executive Engineer (Civil/Electrical).

Thanking You,

Your's sincerely



(A.K. Kaushik)

General Secretary

Copy to :- 1. Director (HR), MTNL, Corporate Office, CGO Complex, for kind information & necessary action pl.

2. Director (Finance), MTNL, Corporate Office, CGO Complex, for kind information and necessary action pl.

Encls:- As above.