

Telecom Executives' Association of MTNL

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Dated : 22.05.2017

To

The Chairman and Managing Director
Mahanagar Telephone Nigam Limited
Mahanagar Doorsanchar Sadan
9, CGO Complex, Lodhi Road
New Delhi.

Sub: Recruitment of Senior Management Post i.e. General Manager (Telecom Operations).
Sir,

With regard to the subject under reference, We want to submit the following for your kind consideration :-

1. The MTNL management has invited the application from the officers of Central Government to fill up the 19 (nineteen) posts of General Manager of Telecom Operation stream on absorption basis in MTNL. The MTNL management has offered them all benefits viz. Pay protection etc.
2. We are observing almost for the last one decade that one after another CMD is communicating to the Deptt. of Telecom, Government of India that MTNL is running in losses because of heavy load of employees and officers which the MTNL has inherited from DOT on absorption and otherwise. The MTNL management is denying even the genuine and legitimate demands of employees for the last one decade on this ground.
3. The HR situation in MTNL is worst amongst the all Public Sector units of Govt. of India. The employees and executives were lured by the DOT as well as MTNL Management at the time of absorption that MTNL will provide them attractive career growth and the Hon'ble High Court of Delhi was also assured like this in one of the court case when employees were opposing the absorption policy of Govt.
4. Forget about the attractive career progression, even the MTNL management has not fulfilled the written commitment given in the agreement signed by both executives and management at the time of absorption, where in it was mentioned that the executives will be given time bound post based promotion upto Selection Grade JAG (JAG-NFSG) but the same has not been implemented by the MTNL management till date.
5. Sir, you will be perhaps surprise to know that those who have been absorbed as TES Groups 'B' on 01.10.2000 are still awaiting for their regular promotion to Divisional Engineer/CAO/Executive Engineer (Civil/Electrical) that too after serving long 17 years. This is status of Human Resource Management in MTNL while in BSNL their batchmates are working as Dy. General Manager. This is happening when huge number of vacancies at JAG and STS level are lying vacant since long.

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6. The executives those who have been recruited by MTNL in various discipline are also suffering like anything. The Asstt. Manager have got only one promotion i.e. Dy. Manager just few months ago. In MTNL there is no Career Progression plan for the executives, those who are the vital part of the operation of services in MTNL. This is the root cause for the high attrition rate amongst these new recruited executives.
7. The condition of Non-Executives is also equally worst in MTNL. There is no recruitment at Group 'C' level neither in Telecom nor in Finance and other disciplines since the year 2000. There is no departmental recruitment at E-2 (JTO/JAO) level for the last 10 years. While there is a provision in the RR that 50% of the posts are to be filled from the departmental candidates. The MTNL management has no manpower management and MTNL is running on whims and fancies of the management. They are neither following rules nor the norms laid down by the DOPT/ Govt. of India in this regard.
8. Sir, We, want to know when already absorbed executives are available in various disciplines, why, these executives have not been promoted so far at STS level as well as JAG level even though huge vacancies are lying vacant since 2000.
9. When sufficient numbers of DGM (Telecom) are available in MTNL then why the MTNL management is recruiting the General Manager from outside. Our DGM are having sufficient experience. We, therefore, demand that the MTNL management should promote the existing DGM (Telecom) to General Manager (Telecom) and stop the said General Manager (Telecom) recruitment process immediately.
10. We also demand that all the executives working in MTNL either on absorption or being recruited by MTNL have to be promoted on time bound post based manner upto the Selection Grade JAG.

In view of the above we, request your goodself to kindly issue the necessary instruction/ order to the recruitment cell of HR wing to cancel/ withdraw the letter under reference for the recruitment of General Manager (Telecom) from outside. We further request to your goodself to kindly direct the HR section to promote all the executives on Time Bound Post based Promotion upto Selection Grade JAG. We hope MTNL management will take immediate requisite steps in this matter and will not further the escalate the situation to avoid the industrial unrest in MTNL.

With regards,

Yours faithfully,



(A K KAUSHIK)

GENERAL SECRETARY

Copy to :-

1. Member (Services), DOT for kind information and n/a please.
2. Director (HR), MTNL Corporate Office for kind information and n/a please.
3. Director (Technical) Corporate Office for kind information and n/a pl.
4. DDG (Estt.) DOT for kind information and n/a please.
5. GM (HR) MTNL Corporate Office for kind information and n/a pl.