

Telecom Executives' Association of MTNL

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No. TEAM/CHQ/MTNL/2015-16/126

Dated : 10.01.2017

To

Director (HR),
MTNL, Corporate Office
Doorsanchar Sadan, 9, CGO Complex,
New Delhi.

Subject:- Recruitment Rules and Career Progression Rules-reg .

Ref. No. MTNL/CO/R&E/AMRR/2014/ dated 21.06.1026

Sir,

With regard to the subject and letter under reference, We would like to submit the following for your kind consideration:-

1. That in MTNL the JTO/JAO/AMs belonging to various disciplines have been looking for their promotions to Dy Manager (E-3) since long. These Asstt. Manager are stagnating for want of their permotion to Dy. Manager even though all these AMs have already got E-3/E-4 promotion as per Executive Promotion Policy 2007. It is also pertinent to mention here that most of these AMs are presently working as Dy. Manager in looking after arrangement and discharging all duties and responsibilities of Dy. Manager.
2. That MTNL management has made the RRs for Dy. Manager (E-3) for the Career Progression of Asstt. Manager(E-2) working in various disciplines viz. Teleocm, Finance, HR, Marketing , Legal and Company Secretary but ignored some of the important disciplines like Civil, Electrical, Hindi Officer and Personal Staff (Stenographer) and thus resulted in disparity in RRs of various discipline. Sir, you will be surprised to know that there is no transparency in the RRs of AMs. Even the provisions in the RRS of AMs are not being followed by MTNL management since the inception of these RRs e.g. no departmental and Outsiders inter se-seniority is being maintained in the cadre of AMs in Telecom and Finance. In Telecom wing no departmental recruitment is being made since long but direct recrtuitment is going on as such there is total mess in the recruitment of executives at E-2 level.
3. Now the MTNL management is going to introduce LICE for promotion in AM (Finance) to Dy. Manager (Finance) while the seniority of JAOs is still under dispute since the year 2005 onwards. The MTNL management has to streamline and settle the inter-se-seniority issue of AMs (F)/JAO before implementing the new RRs of Dy. Manager (E-3) recently circulated for career progression otherwise there will be a total chaos in the Finance and other wing and inturn it may create so many legal complications.

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4. It is pertinent to mention here that whatever LICE or other exams conducted by MTNL in the past all were full of bungling and manipulations due to which MTNL management had to cancel the E-5 exam. Lots of complaints about E-3 (Telecom) LICE exam are still pending with MTNL management wherein the complainants have raised so many irregularities in conducting the said LICE exam.
5. It is further important to mention here that presently MTNL as an organization is struggling for its survival and to revive the MTNL, it is necessary that the management has to make all efforts to motivate the work force i.e. the MTNL management can motivate the executives by giving the designation/post alongwith time bound upgradation as is being done in the case of the officers who have been recruited/absorbed in post of DGM (E-6) . This is also a case of discrimination between the two group of executives. One group is being facilitated by giving time bound upgradation/promotion with post while other set of executives are being ignored, We therefore request the management to remove this kind of discrimination amongst the executives and promote all the executives in a time bound manner alongwith post.

In view of the above, we request your goodself to kindly direct the HR section to stop the proposed LICE process immediately so that the executives can give their best when the MTNL is struggling for its survival.

With regards,

Your's sincerely



(A.K.KAUSHIK)

General Secretary

Copy to :-

1. CMD, MTNL for kind information and n/a please.
2. Director (Technical) for kind information and n/a please.
3. Director (Finance) for kind information and n/a please.
4. GM (HR) for kind information and n/a pl.