

Telecom Executives' Association of MTNL

CENTRAL HEAD QUARTER

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No. TEAM/CHQ/MTNL/2015-16/138

Dated : 11.05.2017

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| 1) The Chairman & Managing Director
Mahanagar Telephone Nigam Limited
Mahanagar Doorsanchar Sadan
9, CGO Complex, Lodhi Road
New Delhi. | 2) The Secretary
Department of Telecom
Sanchar Bhavan
20, Ashoka Road
New Delhi. |
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Sub: Placement in the eligible pay scale with designation – case of Stenographers.

Sir,

This Association has been taking up with the Management of MTNL to place the Stenographers in their eligible pay scale with designation. However, even after a delay of almost 10 years, no action appears to have been taken by the Management to redress the grievances of the stenographers. This has created much resentment amongst the cadre. Every month stenographers are retiring from service on superannuation without getting their grievances redressed, putting them in huge financial loss not only during their service, but also even after retirement as there is a huge reduction in their monthly pension.

A brief of the case is once again submitted below for your kind information and intervention. An immediate action on your part is solicited for issue of necessary orders in favour of the stenographers.

- All these stenographers are recruited by the erstwhile Delhi/Bombay Telephones, Department of Telecommunications, through Staff Selection Commission as Stenographer Grade-III. They have been absorbed in MTNL as Steno Grade-II or Grade-I as the case may be, w.e.f. 01.11.1998.
- The post of the stenographer Grade-I is created as Group "B" in erstwhile Bombay Telephones as well as in MTNL. A copy of the order No. EST-2/174/LX dated 13-01-1992 issued by AM(Creation), MTNL, Mumbai regarding sanctioned strength of staff of MTNL Mumbai as on 31/12/1991 is enclosed for your ready reference.
- Department of Telecom also in reply to an RTI confirmed vide letter No. 1-90/2010-SNG dated 19/09/2011, that the post of Stenographers Grade-I is classified as Group "B". A copy of the letter issued by DoT is enclosed for your kind reference.
- DDG(Establishment), Department of Telecom clarified vide his letter No. 27-1/2001-SNG dated 13-11-2001 addressed to the Chief General Manager, Karnataka Circle, that any official who has been appointed in the pay scale of 5500-9000 is considered to be in Group "B". However, those

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Group "C" officials who have been placed in the above and higher scales due to OTBP/BCR/Grade-IV or any other time bound advancement scheme are not considered to be in Group "B". The stenographers are promoted as Steno Grade-I in the CDA pay scale of 5500-9000 on functional basis based on the availability of vacancy. Hence, they are to be considered as Group "B". A copy of the letter is attached hereto for your kind information.

5. All the basic grade officers such as JAO, JEs(Civil), JE(Electrical), JTOs etc. who have been absorbed from Department of Telecommunication were placed in the pay scale of E-2.

6. Those who have been absorbed as Non-Executives were also placed in the pay scale of E-2 on their subsequent promotion to "Executive" Grade.

7. However, on promotion to the post of Steno Grade-I, these stenographers have been placed in the much lower pay scale of NE-10 instead of E-2 either at the time of absorption or their subsequent promotion to Steno Grade-I. This is against the classification of posts done by the department of Personnel & Training. the reply given by the Department of Telecommunications with reference to the RTI filed by Shri R S Nair and clarification issued by DDG(Estt), Department of Telecom and the conditions of absorption.

8. On 23rd September, 2016, the CPIO of MTNL committed before the Hon'ble Central Information Commissioner, in no uncertain terms that MTNL has not taken any decision to downgrade the post of Steno Grade-I from Group "B" to Group "C". The Stenographers Grade-I continues to be classified as Group "B", ie, "Executive" in MTNL. A copy of the order No. CIC/BS/A/2015/001267/11339 dated 23 September, 2016 issued by Shri Basant Seth, Information Commissioner is enclosed for your ready reference.

9. Restructuring of the cadre of stenographers was carried out by MTNL w.e.f. 01.04.2006. The original orders were to restructure the cadre on Sanctioned Strength. However, through a clarification, Sanctioned Strength has been changed to Working Strength. This is against the very concept of restructuring. Restructuring is always done on sanctioned strength basis to improve the promotional avenues of the cadre.

10. As stated above, restructuring of the cadre is undertaken to improve the promotional avenues of the cadre. However, by changing it from Sanctioned Strength to Working Strength, the very purpose of restructuring is defeated.

11. At the time of restructuring also, instead of distributing the posts 40% in NE-7, 40% in E-2 and 40% in E-3, the distribution of posts were done 40% in NE-7, 40% NE-10 and 20% E-2. This is in violation of the clarification and the clarifications issued by the DoPT and DoT from time to time.

12. A number of stenographers have represented to the Management to redress their grievances. These representations are also pending with the Management for quite a long time.

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In view of the submissions made in the foregoing paragraphs and in the interest of natural justice, it is requested :-

- a) to place Stenographers Grade-I in the pay scale of E-2 with classification as "Executive" w.e.f. the date of their absorption or with effect from the date of their promotion to the post of **Steno Grade-I**, as the case may be.
- b) the restructuring orders may be modified to place them in 40% NE-7, 40% E-2 and 20% E-3.
- c) restructuring be done on sanctioned strength as ordered earlier, instead of working strength.

An early action is highly appreciated.

Thanking you.

Yours faithfully,



(A.K. KAUSHIK)
GENERAL SECRETARY

Encl: As stated above.

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. DDG (Est.) DOT for kind information and n/a please.
4. GM (HR) MTNL Corporate Office for kind information and n/a pl.