

## **RESOLUTION FOR CHQ CONFERENCE - PASSED BY CIRCLE EXECUTIVE COMMITTEE DELHI CIRCLE**

The Circle Executive Committee Delhi Circle held on 26<sup>th</sup> September 2012 and 05-10-2012 to discuss the pending issues pertaining to all executives of all stream in detail and resolve unanimously the following resolutions for placing in ensuing CHQ conference to be held in Mumbai wef 09-10-2012 to 11-10-2012.

### **(A) HR Issues**

1. **Post based financial up gradation up to E-7 level** – As per the provisional terms and conditions circulated by MTNL for taking option in favour of MTNL, it was quite clear that the executives who opted for MTNL will be given post based financial up gradation up to E-7 level, but MTNL is issuing orders of financial up gradation only. The matter should be taken on top priority because it will resolve the regular promotion problem up to some extent.
2. **Stagnation in the cadre of newly recruited JTOs/AMs/JAOs** – Young JTOs/AMs/JAOs recruited by MTNL are not being promoted on regular basis since 2002 due to which a number of such executives are leaving the company under frustration. The efforts may kindly be taken for brightest carrier growth to attract and retain the talent in MTNL.
3. **Implementation of 78.2% IDA at the time of scale implementation** – The revision of pay scales was done by MTNL by 68.8% IDA merging whereas it was to merged at the rate of 78.2%. therefore the IDA should be merged at the rate of 78.2% with effect from January 2007. The implementation is still pending. This point should also be taken immediately.
4. **Residential service telephone connections for the executives residing in NCR Delhi** – The executives residing in NCR Delhi are facing lot of problems in depositing the service connection telephone bills and getting its reimbursement. The RSTCs are being disconnected in case of failure of deposit of bills within prescribed time frame. The issue may be taken for book adjustment of these bills between MTNL and BSNL with competent authority.
5. **New Mobile service connection policy** – An amended mobile service connection policy was introduced by MTNL in which only 500 calls were permitted for other networks. It was seen during intervening period that the ceiling for number of calls to other networks is not sufficient to meet out the official requirement. Therefore the ceiling of the calls may be done away with . Moreover the facility of 3G may also be provided on service mobile connection.
6. **Withdrawal of increment at the time of financial up gradation at E4 level, i.e., Sr.SDE/Sr.AO**—Our several executives are facing the problem of recovery of one increment already granted by the competent authority. Matter may be taken with competent authority for stopping the recovery and withdrawal of the particular orders immediately.
7. **Regular DPC for all disciplines** – The procedure of regular DPC is almost halted in corporate office. As a result the executives are not promoted on regular basis inspite of existence of sufficient vacancies. Matter may be taken with competent authority in this regard.

8. **Gradation list of all disciplines** – The gradation list for the executives working in every discipline is not up to date and thereby creating a problem at the time of promotion. Matter may be taken with competent authority.
9. **Writing of APAR of JTOs** – The writing of APAR in respect of JTOs may be done by concerned SDEs (as in the case of JAOs) and not by the DETs/Sr. Managers.
10. **Implementation of judgment of Honorable court in the case of 206** – The judgment order of Chandigarh high court needs generalization for senior executives. Matter may be taken with competent authority urgently as senior executives are being retired day by day without getting their justified promotion.
11. **Reviewing of seniority list** – The case of revision of seniority list of SDEs which were promoted in 1998 by DOT may be taken with competent authority. The affected SDEs are on the verge of next promotion and need immediate relief.
12. **Increment for regular DET** – The increment was continuously granted at the time of regular promotion for DETs but in the recent promotion list that increment has been withdrawn. The matter may be taken to avoid any discrimination.
13. **Up gradation of 19 posts of CAOs** -- The 19 posts of CAOs were lower graded in the last regular promotion list of CAOs for keeping the executives in MTNL Delhi. These posts should be upgraded.
14. **Implementation of old Bench Marks** – The old bench marks should be considered at the time of financial up gradation/regular promotion for left out cases.
15. **Reduction of posts of Executive Engineers in Civil Wing** – 32 posts of Executive Engineer (Civil) were notified at the time of absorption but now all of a sudden 11 of these posts have been withdrawn by MTNL both in Delhi and Mumbai. The order regarding reduction of posts may be withdrawn immediately.
16. **Reduction of posts of executives in Telecom cadre** – The posts of DEs and SDEs have been reduced significantly as per the latest number of sanctioned posts shown in letter of Corporate Office. As number of value added services have been launched by MTNL, there is a great need for large number of officers to maintain them. Therefore, the reduction of posts is unjustified and needs to be increased.
17. **Transport facility in MTNL** – The transport allowance of Rs 750/- is totally inadequate to meet out the day-to-day transport expenditure being incurred in cities of Delhi and Mumbai. The efforts may kindly be made for getting approval for transport facility in place of transport allowance for executives.

**(B) ITS Absorption**

Due to non-settlement of absorption of ITS in MTNL, the issue of regular promotion in different cadres are being affected. Furthermore, due to delay in decision making by ITS, the services rendered by MTNL are being deteriorated day-by-day. As a result, the wide customer base of MTNL is being shrunked, thereby, reduction in revenue significantly. Matter needs urgent attention and require immediate resolution.

### **(C) Medical Policy**

As per the Terms and condition of permanent absorption of Gr. A and B officers in MTNL circulated vide a booklet to each individual we were assured for the better medical service equivalent to schedule 'A' PSU of Govt. of India in the year 2002.

- a) The medical policy initially brought in the year 2001 was modified by management in the year 2009, thereby modifying in section I & II (Applicability & Definition) of Medical rules -2001 circulated vide letter No. MTNL/CO/Pers/CGHS-Working Employees /977 dated 09-10-2009. As per these changes the spouse who is employed in any Govt. organization/PSU/Local Bodies/Big Public Limited companies/self employed spouse who is an Income Tax payee shall also be excluded from definition of family. The Exclusion of any family member, which was there as per definition of family in the rule book for CGHS, should have been protested by associations. The matter was once taken with Management but till date neither MTNL could provide any solution nor association pursued the matter for reaching to the conclusion. The members are suffering a lot.

**Therefore it is being resolved that this matter should be pursued by CHQ at appropriate level so as to resolve the issue of definition of family members.**

- b) The Indoor medical policy is being made available to all employees through some insurance company and even that company is not directly responsible for any services. The amount has been fixed Rs. Two Lakh per employee per year apart from some floater amount for which many obstructions are there in our own offices. This company has further engaged one company called 'TPA' which is doing the job in its own manner. The employees are running post to pillar for reimbursement of expenditure done in advance. TPA who was basically appointed to help the employees does not listen to individuals and there are many cases where due to frustration employees leaves his/her hope for getting justice.

Therefore for amendment of this indoor medical policy we resolve that

- I) CHQ must take up this issue with management so that the arrangement if possible may be reverted to CGHS scheme, to which we were availing before getting absorbed to MTNL.
- II) CHQ if feel that suggestion at SL no. I is not feasible then the efforts may be made for increasing the amount of insurance as Rs. 200000/- per year per employee which is not practicable amount now a days. At least this amount for an employee must be raised to Rs.500000/- (Rs. Five Lakh per employee per year)
- III) MTNL has fixed a limit of Rs. 6,00,000/- per employee even in worst case. Whereas at the time of availing CGHS facility there was no such cap. Therefore the efforts may be

made at appropriate level for removal of any such cap. The life of employee must be saved at any cost.

- IV) If a person pays from his pocket as per need of hour/case of emergency then it is very difficult to get reimbursement of the expenditure done from TPA. TPA is using all means for harassment of the Executives/Employees and if the case of illness is pertaining to the employee/executive then it is next to impossible for relatives of the employee/Executive to get back the amount which has already been incurred.

**Therefore we resolve that CHQ must make effort to minimize the roll of TPA for getting reimbursement of the incurred amount. If at all the role of TPA cannot be avoided then the efforts must be made for getting resolve these cases.**

**(D) Amendment of Constitution of TEAM**

At present the subscription is being collected from members as Rs. 300/- only per annum or Rs. 25/- per month per member. Wherein the quota for the circle and CHQ is Rs. 10/- per member per month.

The amount of quota was fixed by our founder leaders in 2002-03 keeping in mind the necessities of Branch/Circles/CHQ. The total scenario has changed and we are 10 years ahead of the written constitution of our organization, therefore the definition of need has been changed. In the present circumstances of high inflation, it is impossible to run the organization with this subscription.

**It is therefore proposed to increase the subscription from Rs.25 to Rs. 50/- per member per month in the same proportion as maintained earlier.**

**The CEC further resolved that the issues may be taken with competent authority within a suitable time-frame to retain trust and faith in the organization. Delhi Circle is ready for any type of movement as proposed by CHQ for resolving the issues.**

**(Ram Gopal )**

**Circle Secretary, Delhi circle, TEAM**

**(K.R.Yadav)**

**President, Delhi Circle, TEAM**