

No. TEAM/Corres/07-08

Date : 26/09/2007

To,  
Shri. R.S.P. Sinha  
Chairman & Managing Director,  
MTNL, Corporate Office,  
New Delhi - 110 001.

Respected Sir,

**Sub: Promotion policy for Executives.**

**Ref: MTNL/CO/Pers-II/prom Pol-Exec.07 dated 11/09/07**

We thank you for release of the Promotion policy for executives. However we are constrained to mention here that MTNL did not consider any of our views submitted to the management in response to the 'Proposed draft promotion policy of Executives in MTNL'

We also strongly object to the separate promotion policy for the erstwhile DOT Gr-B officers absorbed in MTNL. The MTNL should have one 'Promotion policy' for all the executives in MTNL.

We request you to consider the following demands to make the promotion policy more meaningful and motivating.

**1. Time bound IDA scale up gradation policy :**

- 1.1) A relaxation has been given to the Executives who have been appointed as Officer Trainee (JAO/JTO/MT) for first upgradation. The same relaxation should be made applicable to all the departmental promotee officers as well as to those who were recruited / promoted prior to 01/10/2000.
- 1.2) The benefit of Past service prior to 1/10/2000 should be given based on the principles followed in the case of promotion of non-executives.
- 1.3) Those who are eligible for ACP up to 01/0/2004 especially in Civil and Electrical wing should be considered for promotion as per ACP scheme. MTNL's time bound policy should be implemented after implementation of ACP up to 30/09/04.

- 1.4) The restructuring orders in the cadre of Stenographers which has been kept in abeyance should be implemented prior to implementation of time bound policy.
- 1.5) The cadres of Hindi officers also need restructuring with retrospective effect from 01/10/2000.

**2. Post based promotion policy :**

- 2.1) All the adhoc arrangements as on 01/10/2000 and by the subsequent orders should be regularised..
- 2.2) The Past service should be considered for eligibility to the promotion.
- 2.3) All the E-5 posts as on 1/10/2007 should be filled up on regular basis by promoting the absorbed officers as a one time measure.
- 2.4) The ratio prescribed in para II - (iii) and (x) needs to be reviewed in discussions with the TEAM.
- 2.5) The MTNL RRs may be framed wherever required within a month positively in consultation with the TEAM.

We again request your kind self to implement the time bound IDA scale upgradation within a month and to consider the aforesaid demands favourably.

With warm regards,

Sincerely Yours

(A.K. KAUSHIK)

Copy to

1. Shri. S.P.Pachori OSD (HR) CO MTNL
  2. Shri. Kuldeep Singh Director (Tech) CO MTNL
  3. Ms. Anita Soni Director (Fin) CO MTNL
  4. Shri. A.K. Arora E.D. MTNL Delhi
  5. Shri. J. Gopal E.D. MTNL Mumbai
-

To,  
Shri. R.S.P. Sinha  
Chairman & Managing Director,  
MTNL, Corporate Office,  
12<sup>th</sup> Floor, Jeevan Bharti Tower,  
124, Connaught Circus,  
New Delhi - 110 001.

Respected Sir,

**Sub: Regularisation of Adhoc arrangements in Executives cadre.**

A large number of posts in Executive cadre especially in E-5 are manned by adhoc arrangements orders issued by DOT as well as orders issued by MTNL subsequent to 01/10/2000. These officers have put in long years of service and most of them are in the fag end of their service.

MTNL Managements had agreed in principle to regularize these arrangements in the earlier meetings. A decision was also taken in this regard. CRs and special reports have already been scrutinized and a list has also been prepared. However the orders are yet to be issued.

We request your kind self to cause to issue the orders regularizing all the adhoc appointments.

With warm regards,

Sincerely Yours

(A.K. KAUSHIK)  
General Secretary, TEAM

Copy to :

- 1) Shri S.P. Pachori, OSD(HR), Corporate Office MTNL
- 2) Ms. Anita Soni, Director Finance, Corporate Office MTNL
- 3) Shri Kuldip Singh, Director (Tech), Corporate Office MTNL
- 4) Shri J. Gopal, Executive Director, MTNL, Mumbai
- 5) Shri A.K. Arora, Executive Director, MTNL, Delhi.

To,  
Shri. R.S.P. Sinha  
Chairman & Managing Director,  
MTNL, Corporate Office,  
12<sup>th</sup> Floor, Jeevan Bharti Tower,  
124, Connaught Circus,  
New Delhi - 110 001.

Respected Sir,

**Sub: Travel entitlements while on tour, transfer, LTC.**  
**Ref: MTNL CO letter dated 21/2/2007.**

The Travel entitlements while on tour, transfer, LTC are as per the pay scale of the employee as per the letter cited above. This criterion has adversely affected the Executives those who are holding the post on looking after basis.

In this regard we would like to point out that the entitlement are based on the actual pay drawn by the employee as per the Government rules. As per the earlier MTNL rules the entitlements were based on the designation of the employee. The orders dated 21/2/2007 has deviated from the Government rules as well as from the then MTNL rules.

We request your kind self to amend the aforesaid orders for entitlement in similar lines of Government rules.

With warm regards,

Sincerely Yours

(A.K. KAUSHIK)  
General Secretary, TEAM

Copy to :

- 1) Shri S.P. Pachori, OSD(HR), Corporate Office MTNL
  - 2) Ms. Anita Soni, Director Finance, Corporate Office MTNL
  - 3) Shri Kuldip Singh, Director (Tech), Corporate Office MTNL
  - 4) Shri J. Gopal, Executive Director, MTNL, Mumbai
  - 5) Shri A.K. Arora, Executive Director, MTNL, Delhi.
-

No. TEAM/Corres/13/07-08

Date : 28/9/2007

To,  
Shri. D.S. Mathur,  
Secretary DOT & Chairman (TC),  
Sanchar Bhavan, 20, Ashoka Rd.,  
New Delhi - 110 001.

Respected Sir,

**Sub: Payment of Pension to MTNL employees.**

The absorption of Group B officers took place wef. 1/11/2000. It is regretted to bring to your kind notice that though several years have passed on absorption, no regular arrangement as required by rules has been made for payment of Pension for MTNL employees.

The pension of absorbed Group-B officers is to be paid in accordance with provision of Rule 37-A. At present the pension is paid from the working capital of MTNL which is in violation of the terms and conditions for absorption.

It is learnt that more than 4000 crores of rupees have been provided for retirement benefits for the absorbed employees by MTNL. These provisions are not transferred to DOT, defeating the very purpose of the provisions. We request your kind self to cause to make regular arrangements for payment of MTNL employees.

With warm regards,

Sincerely Yours

(A.K. KAUSHIK)  
General Secretary, TEAM

Copy to :

- 1) Smt. Manju Mahadevan, Member (Finance), DOT, New Delhi - 1.
  - 2) Shri. R.S.P. Sinha, CMD, MTNL
  - 3) Ms. Anita Soni, Director (Finance), MTNL Corporate Office
-

No. TEAM/Corres/14/07-08

Date : 28/9/2007

To,  
Shri. D.S. Mathur,  
Secretary DOT & Chairman (TC),  
Sanchar Bhavan, 20, Ashoka Rd.,  
New Delhi - 110001

Respected Sir,

**Sub: Discrimination in maintaining GPF Accounts and GPF Funds.**

We are constrained to bring the discrimination meted out to absorbed employees of MTNL in respect of maintenance of their GPF funds. The BSNL remits the GPF money recovered from the employees to DOT every month. On retirement of the absorbed employees the final payment is authorized by the DOT. In MTNL the GPF funds are managed by MTNL itself instead of remitting to DOT. In this regard we would like to bring to your kind information that the provisions relating to maintenance of GPF accounts envisaged in rule 37-A is same for BSNL and MTNL employees. In other words no specific provision has been made in rule 37-A in respect of GPF for the BSNL employees.

Therefore we request your kind self to cause to issue necessary orders to MTNL to remit the GPF money to DOT.

With warm regards,

Sincerely Yours

(A.K. KAUSHIK)  
General Secretary, TEAM

Copy to :

- 1) Smt. Manju Mahadevan, Member (Finance), DOT, New Delhi - 1.
  - 2) Shri. R.S.P. Sinha, CMD, MTNL
  - 3) Ms. Anita Soni, Director (Finance), MTNL Corporate Office
-

No. TEAM/Corres/15/07-08

Dated 28/9/2007

To,  
Shri. R.S.P. Sinha  
Chairman & Managing Director,  
MTNL, Corporate Office,  
12<sup>th</sup> Floor, Jeevan Bharti Tower,  
124, Connaught Circus,  
New Delhi - 110 001.

Respected Sir,

**Sub: Renewal of sanction for 2 posts of CAO and 1 post of DGM (Fin) for CETTM, Mumbai.**

There were 2 posts of CAO and 1 post of DGM (Fin) for CETTM, Mumbai up to December 2006. These posts have not been renewed with effect from 1/10/2006 though the sanction of other posts have been renewed by Corporate office

CETTM has a large infrastructure more than Rs. 100 crores and it involves a large sum of expenditure for maintenance which require financial scrutiny. CETTM has 3 GMs and 1 CGM and hence post of appropriate status in finance is a must. Moreover there are a number of training courses on finance, management etc. which requires finance faculty in CETTM. The recent promotion policy envisages two weeks Computer training for those who are promoted either on financial upgradation or on post basis. Therefore 2 posts of CAO and 1 post of DGM (F) are fully justified. Kindly cause to issue renewal sanction w.e.f. 1/10/2006

With warm regards,

Sincerely Yours

(A.K. KAUSHIK)  
General Secretary, TEAM

Copy to :

- 1) Shri S.P. Pachori, OSD(HR), Corporate Office MTNL
  - 2) Ms. Anita Soni, Director Finance, Corporate Office MTNL
  - 3) Shri Kuldip Singh, Director (Tech), Corporate Office MTNL
  - 4) Shri J. Gopal, Executive Director, MTNL, Mumbai
  - 5) Shri A.K. Arora, Executive Director, MTNL, Delhi.
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No. TEAM/Corres/16/07-08

Date : 28/9/2007

To,  
Thiru A. Raja,  
Hon'ble Minister of Communications & IT  
Government of India  
Sanchar Bhavan, 20, Ashoka rd., New Delhi-110001

Respected Sir,

**Sub: Merger of BSNL and MTNL.**

We introduce ourselves as the Association of MTNL Executives which represents majority of the Executives from all the streams like Engineering, Personal Staff, Civil and Electrical cadre. Sir, we are deeply concerned with delay in the merger of BSNL and MTNL. We would like to highlight the need and urgency of merger of BSNL and MTNL hereunder :-

- 1) This is an era of merger of Corporates to maximize the synergies in operations to withstand the tough competition in the Market.
- 2) One Telecom PSU with Pan India presence will eliminate the redundancy in capital expenditures and facilitate optimization of resources enabling the PSU to offer the services at much cheaper rates benefiting the people.
- 3) Mergers are taking place in other industries also such as aviation industry and Banking industry. The merger of Air India and Indian Air lines is a recent example.
- 4) The merger of BSNL and MTNL will help solving the absorption issue of Group A officers. The sense of belongingness to the organization is very much vital for the effective functioning of the Company. Therefore the absorption of Gr-A officers is necessary.

In nutshell, to reap the benefits of operational synergies, to optimize the utilization of resources, to withstand the competition, to continue and to sustain the growth of Telecom Sector, we request your honor to cause to take all possible steps for merger of BSNL and MTNL.

With warm regards,

Sincerely Yours

(A.K. KAUSHIK)

General Secretary, TEAM

Copy to : 1)Dr. Shakeel Ahmad Hon'Minister of State for Communicaztions and IT  
2.) Shri D. S. Mathur, Secretary DOT & Chairman (TC)  
3) Shri R.S.P. Sinha, CMD, MTNL, Corporate Office  
4) Shri Kuldip Goel, CMD, BSNL

5) Shri S.P.Pachori OSD (HR) MTNL Corporate Office

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No. TEAM/Corres/17/07-08

Date : 28/9/2007

To,  
Shri. R.S.P. Sinha  
Chairman & Managing Director,  
MTNL, Corporate Office,  
12<sup>th</sup> Floor, Jeevan Bharti Tower,  
124, Connaught Circus,  
New Delhi - 110 001.

Respected Sir,

**Sub: Request to protect all the increments while fixation from CDA pay to IDA pay in E-4.**

**Ref: TEAM's letter No. TEAM/Corres/07-08 dated 6<sup>th</sup> August 2007.**

Kindly refer to the letter cited above, a copy enclosed. This is a long pending issue. It was assured by MTNL Management vide letter dated 9/11/2004 that the matter will be discussed with BSNL to arrive at a solution. Now it is learnt that BSNL has taken up a similar issue with DOT for redressal.

We request your kind selves to cause to settle this issue in the same manner in which BSNL proposes to solve the issue.

With warm regards,

Sincerely Yours

(A.K. KAUSHIK)  
General Secretary, TEAM

Copy to :

1. Shri S.P. Pachori, OSD(HR), Corporate Office MTNL
2. Ms. Anita Soni, Director Finance, Corporate Office MTNL
3. Shri Kuldip Singh, Director (Tech), Corporate Office MTNL
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