

Telecom Executives' Association of MTNL

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No. TEAM/CHQ/MTNL/CO/2011

Date 07.09.2011

To

Director(HR)
Mahanagar Telephone Nigam Limited,
Jeevan Bharti building,
New Delhi.

Sub:- Modification in Annual Performance Appraisal Hierarchy for MTNL.

Ref. No:- MTNL/CO/Pers/APAR/2010/1003 dated 30.07.2010.

Sir,

Kindly recall our discussion with your good self on 25.08.2011 on the subject cited above. In the discussion, we have brought to your kind notice about the APAR hierarchy in the case of JAO/JTO/AM/SDE/Sr.SDE/AO/Sr.AO/ Manager at Corporate Level and unit Level. For all these cadres DE/CAO/Sr. Manager has been mentioned as a reporting Officer. If JTO/JAO/AM is directly reporting to DE/CAO/Sr. Manager, then how SDE/AOs can extract work from their immediate subordinate i.e. JTO/JAO/AM ? It is a clear cut violation of prevailing administrative hierarchy in MTNL. For JTO/JAO/AM the immediate supervisory authority is SDE/AO. In the Govt. administrative system the reporting officer of any cadre is immediate supervisory cadre and reviewing officer is next superior cadre of the reporting officer. In MTNL the old laid down norms/system has been ignored.

In view of the above, we demand that the new APAR hierarchy notified vide above referred letter should be set aside immediately and the old APAR system should be restored without further delay.

With regards,

Yours faithfully,


(A.K.KAUSHIK)
General Secretary

Copy to:-

- 1.. CMD, MTNL, Corporate office, New Delhi for information & n/a pl.
2. Director (F), MTNL, Corporate office, New Delhi for information & n/a pl.
- ✓ 3. G.M.(HR) , MTNL, Corporate office, New Delhi for information & n/a pl.