

Telecom Executives' Association of MTNL

CENTRAL HEAD QUARTER

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No. TEAM/CHQ/ R.R/ E2 - E3/ 2012

Date 16-01-2012

To,
Director (HR) MTNL,
Corporate Office, Jeevan Bharti Building,
Connaught Place, New Delhi-110001.

Subject: Discrepancies in Recruitment Rules for Promotion of Assistant Manager (Telecom) (E-2) to Deputy Manager (Telecom) (E3),2011.

Reference: Letter No. MTNL/CO/HR/R&E/1(110)/2008/101 dated 23-06-2011

Sir,

1)The vast majority of cadres of JTOs(E-2), SDEs (E-3) etc have not entered into Telecom services as on 01-10-2000 (Date of absorption in MTNL),nor are they fresh recruitees in MTNL 2 or 3 years prior to 12-05-2011 (date of effect) of the above recruitment rules. They were in DOT services till 01-10-2000 and they have been absorbed in MTNL with their legacy, experience and length of service in DOT. This has been recognized and reflected in calculating their qualified service for pension eligibility as well as stage of fixation in the respective grade of IDA. Therefore ,this can not be ignored for career progression.

2) This should also be kept in view that during the long period of 11 years (wef 01-10-2000 to 12-05-2011), D.P.C. of eligible JTOs for promotion to SDEs not held regularly even though there is a provision for such promotion in the terms and conditions of absorption and clear cut vacancies for filling up by promotion existed. In fact, to meet the pressing need of the field, MTNL, as a stop gap arrangement, filled such vacancies by way of ad-hoc provision of officiating. There are JTOs (E2) and SDEs (E3) who have been working in the respective grade of (E3) & (E5) as officiating for many years- almost since absorption in MTNL. Simply because MTNL could not regularise them due to its own negligence, their service as officiating cannot be ignored for promotion purposes.

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3) After a gap of 11 years, the above mentioned RR have been notified without even minimum consideration of factors stated in the two foregoing paragraphs and with scan regard in the terms and conditions of absorption.

4) In view of all those observations stated above and even otherwise , we find a number of discrepancies / unfair provisions in the said RR . Some of them are as follows:

a) JTOs with 3 or 4 years of service in DOT, if not more , absorbed in MTNL stand at 14 to 15 years of service as JTO (E-2) or as officiating SDEs(E-3) or both together as on 12-05-2011. JTOs of 1993 year recruitment are officiating as SDEs for more than 7 years. The RR effective from 12-05-2011 provides that JTOs (E-2) have at least 3 years in E2 grade on regular basis can compete for promotion to E-3. Thus , JTOs(E2) of 15 years of service or JTOs who have been officiating as SDEs for more than 7 years are required to sit in competitive examinations along with JTOs of 3 or 4 years of service to secure the 1st promotion in their carrier. Is it a better carrier progression than that while in DOT as assured during absorption?

b) Long service as officiating in the promotion grade (E3) has been completely ignored while formulating LICE.

c) Close look at seniority provision prescribed in the RR will indicate that the provision is erroneous. Vacancies to be filled by LICE and SCF will not be earmarked on year to year basis. The inter-say-seniority on promotion of LICE quota and SCF will be on the basis of the years in which LICE or DPC for SCF is held in the same year. If not ,there is doldrums'. Suppose, LICE is held for its quota of vacancies up to July 2011 is held within December 2012 but DPC for SCF quota of vacancies could not be held in 2012, it is only in 2013 or thereafter , what will be the fate of SCF quota promotees for which vacancies arisen in 2011 still pending. If their promotion takes place in subsequent years , but against vacancies arisen in 2011, what will be their inter seniority with LICE promotes? The RR is ambiguous /silent on this. Considering the track report of MTNL in respect of holding DPC during last 11 years sparks genuine doubt.

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d) AS per present cadre structure, AM/JTO (E2) is the basic cadres and DM/SDE (E3) is hundred percent promotion cadre from JTO/AM. If job description is considered , it will be evident that the jobs of E-2 and E-3 and mostly overlapping and similar. Even E-2 is not reporting to E-3 (Supervisory responsibilities of SDEs have been removed now). Therefore , first vertical promotion from E2 to E3 should be and wholly on SCF basis. Competitive examination is not needed at this stage considering similar and overlapping nature of duties and responsibilities.

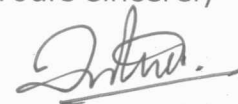
e) The RR is essentially prospective, vacancies do exist mostly prior to that. How are these vacancies be filled by application of RR notified on much later date.

5. It is necessary to consider all these points carefully and in depth before finalizing the RR and putting it to implementation.

6. We, would therefore request you to grant us a meeting to discuss this issue and hold the implementation including Limited Internal Competitive Examination in abeyance till then.

With regards

Yours sincerely



(A.K.Kaushik)

General secretary

Copy to:

- 1) CMD, MTNL for information and n/a please.
- 2) Dir(Finance) , MTNL for information please.
- 3) GM (HR) , MTNL for information please.
- 4) Office copy.