

Telecom Executives' Association of MTNL

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No. TEAM/CHQ/ MTNL/CO/2012

Date 30.05.2012

To

Ms. Rajni Taneja

GM(HR)

Mahanagar Telephone Nigam Ltd.,

New Delhi.

Sub: Upgradation under EPP – case of Stenographers working in MTNL, Mumbai

Ref: 1) MTNL/CO/GM-HR/2007/1022 Dated February 3, 2007.

2) MTNL/CO/GM-HR/2007/122 dated 12.03.2008.

Respected Madam,

MTNL has ordered restructuring and promotion policy for the cadre of Stenographers as per order (1) cited above. Clarifications were issued as per order (2) cited above. However, these orders were not implemented in its true spirit in MTNL, Mumbai, as detailed below:

(1) As per Para 1.4 of the clarification issued by the CO, "in case an employee has completed the required number of years in the cadre and, after restructure, has not reached the entitled grade as per the table given in para 2 of office order dated 03.02.2007, he/she will be elevated to the next higher grade and complete six months in the said higher grade before being move d to the entitled grade as per restructure. That is, if an employee, even after completing 23 years of service from the date of entry in the cadre is still at NE-9, on restructuring, he/she will immediately move to NE-10 complete six months in NE-10 before being elevated to E-2. Thus, the employee will move to NE-10 on 01.04.2006, spend six months there and move to E-2 on 01.10.2006."

While the instructions contained in the above para 1.4 have been implemented in its true spirit in MTNL, Delhi, the same has not been implemented in MTNL, Mumbai, creating resentment amongst the Stenographers of Mumbai Unit.

(2) As per para 2.5 of the Promotion Policy issued for the Stenographers, "For Stenographers who will be placed in E-2 grade, next and subsequent promotions shall be regulated strictly as per the provisions of the Time Bound/Post based Promotion Policy for Group "B" level Executives/Officers of MTNL notified vide O.M. dated 11.09.2007. Thus, the provisions of Para 3.2 of the Order No. MTNL/CO/GM-HR/2007/1022 dated 03/02/2007 and Para 2.4 above are to be operated within the overall provisions of the Cadre Restructuring Policy which terminates at the level of E-2. This would, in effect, mean that the benefits flowing from Para 3.2 of Office Order dated 03.02.2007 shall be applicable up to E-2 Grade only".

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No. TEAM/CHQ/MTNL/Co/HR/IA

Date 30-10-2011

To
In this case also, while MTNL Delhi has implemented the same about an year back, it is yet to be implemented in MTNL, Mumbai and all the Stenographers who have been promoted to E-2 grade as per the promotion policy is still continuing in E-2 even after a completion of 4-6 years.

The lackadaisical attitude of MTNL, Mumbai unit has already created much resentment amongst the Stenographers. You are requested to issue necessary instructions to MTNL, Mumbai unit to implement the orders of CO in its true spirit.

Thanking you,

Yours faithfully,



[A K KAUSHIK]

GENERAL SECRETARY

Copy to: CMD/Director(HR)/Director(Finance)for information & necessary action.