

Telecom Executives' Association of MTNL

CENTRAL HEAD QUARTER

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President

C.U. Gade
Treasurer

Ashok Kumar Kaushik
General Secretary

Correspondence Address : D-403, New Jyoti Apartment, Plot No. 27, Sector-4, Dwarka, New Delhi-110078
Phone : (O) 23737896, (R) 25077272, (M) 9868136363 Web : www.team. Org.in
Shri A.K.Garg,

NO. TEAM/CHQ/MTNL/CO/2013-14/50

Chairman & Managing Director,

dt. 30-10-2013

MTNL , Corporate Office,

CGO, New Delhi-110085.

Sub. : Non – Settlement of long pending HR issues.

R/sir,

Kindly recall our discussions held with your good self during our formal and informal meetings regarding the issues pertaining to HR matters of absorbed executives wherein we had solicited your intervention in settlement of these long pending HR issues. We are again reiterating the following HR issues pending since long :

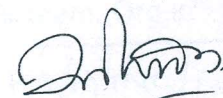
1. Review DPCs held in each cadre i.e. SDE(T)/DE(T)/DGM(T) to fill up all the vacant posts available in huge number on regular basis.
2. Immediate withdrawal of Looking-After arrangement in each cadre being given by field units and direct the field units to issue officiating orders & HR unit of corporate office to fill up all the vacant posts on Ad-hoc/Regular basis.
3. Arbitrary reduction of posts in SDE(T)/DE(T)/DGM(T) cadre.
4. Recasting of seniority list in SDE(T) cadre i.e. immediate resolution of 1966 posts issue.
5. Review of bench mark for consideration of DPCs based on previous year CRs.
6. Grant of one additional increment to Sr. A.O. /Sr. SDE /CAO/DE on regular promotion in E-4/E-5 upgraded scales w.e.f. 1.10.2004.
7. Discussion and finalisation of Comprehensive Promotion Policy of Executives submitted vide letter no. TEAM/CHQ/MTNL/CO/2013-14/36 dt. 18-06-2013.
8. Settlement of floater cases for reimbursement of indoor medical treatment bills of the employees/ officers.
9. Provision of child care leave.

The issues listed above are not being settled since long. It seems that either the management is not taking the HR issues seriously or the issues are being delayed intentionally. This negative approach of the management towards the absorbed executives is creating unrest and overall frustration amongst them. As a result of this the growth/functioning of the organisation is affected badly.

Therefore, we request once again to your good self for granting an urgent meeting to discuss and resolve these long pending HR issues. Kindly look into the matter so that the executives feel themselves motivated.

With regards,

Yours' faithfully,



(A.K.Kaushik)

Copy to.

1. Dir. (HR) MTNL for kind information please.
2. Dir. (Tech.) MTNL for kind information please.
3. Dir. (Fin) MTNL for kind information please.
4. GM (HR) MTNL for kind information please.

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