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Telecom Executives' Association of MTNL

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No. TEAM/CHQ/MTNL/HR ISSUES/2019-20/27

DATED 30-12-2019

To -
The Chairman & Managing Director,
Mahanagar Telecom Nigam Limited,
Corp. Office, 9, CGO Complex, Lodhi Raod,
New Delhi 110001.

30-12-19

यह पत्र म नि क विकी अचिन, एडि।न।म।न।ए।
म.टे.निलि. विगन कम्प्लेक्स / MTNL Corporate Office
5वीं मंजिल, महानगर दूरसंचार सदन
9, सी.जी.ओ. कॉम्प्लेक्स, लोधी रोड, नई दिल्ली-110001
9 C.G.O. Complex, Lodhi Road, New Delhi 110001

Subject :- Urgent need to resolve the long pending HR issues in view of the implementation of upcoming VRS in MTNL.

Sir,

We would like to draw your kind attention to the following HRD issues which are pending for long. These issues need to be resolved on priority basis in view of implementation of VRS.

1. Lateral promotions

This will provide financial relief to the deserving executives now and even after implementation of VRS. On the contrary, if it is not done before implementation of VRS, they will be deprived of this for ever.

After all necessary process, some cases are pending in the office of GM/ HR. Despite our repeated requests, HR sections have not cleared the file. The concerned officials in HR section are pleading with the excuses like : " They are too busy." What is not appreciated by them is that if it is not settled now, it will be lost for ever.

2. Vertical promotions

Both vacancies and eligible candidates are already available. But the promotion is being denied on the plea that the promotion posts are likely to be reviewed and readjusted after after implementation of VRS.

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This sort of pleas are not well taken particularly when nearly Twelve GMs are recently promoted as PGMs. VRS has not come in the way. In our case, many of the eligible executives are already working against these promotion posts on "look after" basis. It is unfair to deny them their long due promotion before retiring from the service on VRS. It was assured by CMD emphatically that before VRS, the legitimate claims of the intending VRS candidates would be settled on priority basis. Even then there is no progress in this matter.

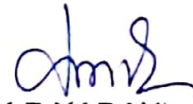
3. Post VRS scheme for deployment of the remaining executives in view of effective operation of service.

We understand that even senior management of MTNL as well as DOT is duly exercised over this issue. After exit of such a huge number of employees together from various levels, day to day work in the fields and offices will be impacted. To face this emerging challenges, the deployment plan needs to be in place well in time. No doubt the work load will be enhanced considerably on the remaining executives. To keep them in high morale and motivated, their career progression and beneficial financial claims should be taken care of. If some blue print of future projection in this respect laid before them, they will be certainly motivated.

The executives who are opted to have applied for VRS in view of clarion call given by Hon'ble Minister (C & IT) in the interest of the revival of MTNL should not be compelled to leave MTNL with a note of thanklessness.

With regards,

Yours Sincerely



(K.R.YADAV)

Genl. Secretary (TEAM)

Copy to:

1. Secretary(T), DOT, Sanchar Bhawan, New Delhi
2. Director(HR)/ Dir.(Tech)/ Dir.(FIN), CGO Complex, New Delhi
3. ED, MTNL, K.L.BHAWAN New Delhi
4. GM(HR), CGO Complex, New Delhi

