

Telecom Executives' Association of MTNL

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No. TEAM/CHQ/Steno/13-14

October 23, 2013.

To:

Shri Peeyush Agarwal
Executive Director
MTNL, Mumbai.

Dear sir,

Sub: Implementation of Cadre Restructuring and Promotion Policy for
Stenographers 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.

MTNL has ordered restructuring and promotion policy for the Stenographers as per order (1) above. Clarifications were issued as per order (2) cited above. However, these orders are not implemented in its true spirit in MTNL, Mumbai, depriving the stenographers of their rightful promotions, 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 moved 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 on 01.04.2006, spend six months there and move to E-2 on 01.10.2006."

The above instructions have not been implemented in MTNL, Mumbai. 48 Stenographers who have completed more than 23 years on the date of implementation of Restructuring, and remained in NE-10, were moved to NE-11 and placed there for one year, instead of six months and then moved to E-2. This is against the Cadre Restructuring Policy envisaged by the CO. It is, therefore, requested that these officials may be moved to E-2 grade on completion of six months (instead of one year as has been done by MTNL, Mumbai) in NE-11.

2) As per Para 2.5 of the promotion policy, "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 OM dated 11.09.2007. Thus, the provisions of Para 3.2 of 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 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".

However, in MTNL, Mumbai, even after promoting the stenographers to E-2 level, they are not designated as Assistant Manager(Secretary) and promotion is not given as per Time Bound/Post based Promotion Policy for Group "B" level Executives/Officers of MTNL notified vide OM dated 11.09.2007. As per EPP, the first promotion is to be given on completion of 4-5 years. However, in MTNL, Mumbai, the first promotion is given only after completion of 5 years, even though they have touched the minimum of the next higher grade.

It is, therefore, requested that all the Stenographers who have been placed in E-2 grade may be designated as AM(Secretary) and the first promotion from E-2 to E-3 may be given on completion of 4-5 years as per EPP.

Thanking you,

Yours faithfully,



(A K KAUSHIK)
General Secretary

Copy to: CMD/Director(HR)/Director(Finance).

MS
25/10/13

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