

Telecom Executives' Association of MTNL

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Letter No.: TEAM/CHQ/MTNL/CO/2013-14/53

Dated:02-12-2013

To,

GM (HR), MTNL,

Door Sanchar Sadan,

CGO Complex, New Delhi.

Subject:

R/Sir,

Kindly recall our discussion held with your good self on 21-11-2013 in your office. The following pending HR issues were discussed and the status informed by the management is as under:

1. **Revision of seniority in respect of SDE in the light of 1966 posts:** We asked about the status of the issue because the same is pending since long. We have been informed that after clarification from legal cell the matter is under final consideration stage.
2. **Grant of one increment to Senior AO/ Senior SDE on their regular promotion:** The issue is pending since long. We were informed that the matter is being examined and it is under process. We have further requested the management to send the clarification to Delhi unit so that the executive should not face the recovery at the time of their retirement.
3. **Grant of one increment to DE/CAO on regular promotion:** We asked the management to implement the E.P.P2007 in its letter and spirit and issue the necessary clarification/instruction to Delhi and Mumbai units for extending the benefit of one additional increment to all the eligible executives on their regular post based promotion from SDE to D.E and AO to CAO.
4. **Fixation of seniority of JAO:** Discrepancies in seniority of JAOs is to be sorted out and It is not to be based on the basis of marks obtained in the training . It must be based on the basis of merit of marks obtained in JAO part -2 exam. We have been assured by the management to consider our view point in this regard. We were informed that the matter will be looked into and then discussed in next meeting.

5. **DPC of DGM (Telecom)/DGM (Finance)/CAOs/SDEs etc.** : We asked the management to go for DPCs in all cadre in various discipline for all the vacant posts for year 2014.

6. **Financial up gradation not being given to Hindi Officers/Stenographers:** We were informed that the matter should be taken up with respective units since no such instruction has been given from Corporate Office. We have further requested to issue necessary instruction/clarification to Delhi and Mumbai units in this regard. We have informed the management that the financial up gradation from E-2 to E-3 to Hindi officers /stenographer is not being given as per E.P.P 2007. The Delhi and Mumbai units are either not giving first financial up gradation as per E.P.P 2007 and it is being giving only after completion of 5 years of service. Which is in contravention to the provision in E.P.P. 2007

7. **Status of Child Care Leave:** We were informed that some information has been sought from both the units and thereafter we will discuss and then decide the issue.

8. **Medical Policy:** We submitted that a lot of complaints are being received by members against the TPA for not releasing even the insured amount during indoor treatment. There are many other problems like not releasing floater amount, not attending phone calls of patients during emergency, etc. We were informed that the matter will be looked into and resolved.

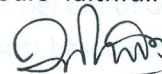
9. **Fixation of inter-se- seniority of JTOs of those who have passed on the relaxed norms.** The conditions of the orders are to be adhered while fixing the seniority of the JTOs with other JTOs who have passed the JTO exam as per prescribed norms of the department.

11. **Correspondence with association:** We suggested that whenever we (TEAM) raise issues through written correspondence we hope at least some reply from management side should be given in order to minimise the communication gap.

We further request to your good self to kindly expedite all the pending issues for their early settlement.

With regards.

Yours' faithfully



(A. K. Kaushik)

General Secretary