

1. **Delay in holding of regular post base DPCs at E-3 (SDE/AO/DY. Manager) and E-5( DE/CAO/Sr. Manager) level for all streams :-** we expressed our serious concern about the delay in holding of DPCs for regular post based. Our members are being denied their legitimate right of promotion . The association demanded for holding immediate DPCs and issue of orders.

GM(HR) informed us that management is in the process of holding of regular DPC for E-5 level (post based) initially and it is being a lengthy process, orders will be issued latest by December 2011. Other DPCs will be process later on.

Association strongly opposed this and demanded that the process must be accelerated so that orders can be issued latest by the mid of NOV-2011. We have also requested that the process of holding of DPCs for other post of E-3 should also be initiated in parallel.

2. **Ad-hoc promotion at E-3, E-5 and E-6 level in all streams in addition to regular promotions on the line of BSNL:-** It was pointed out by the association that MTNL is denying all such benefits to their executives which has already been extended by BSNL to their executives like ad-hoc promotions at STS and JAG levels along with regular promotion (i.e. DE/CAO and DGM). For the last two years regular and ad-hoc promotion are being given in BSNL but MTNL is lingering on the same even after our continuous pursuance since long.

GM(HR) informed that at present we are processing regular promotion cases only and we assure the issue of ad-hoc promotion will be examined the issue of ad-hoc promotion after this.

3. **Review of Annual performance Appraisal Hierarchy of JTOs and JAOs :-** We thanked the management for change of APAR Hierarchy of JAOs but requested to change the same for JTOs also.

GM(HR) assured to look into the matter to change for JTOs also.

4. **Modification in MTNL Leave Rules –** The association demands the immediate removing of the ceiling of 120 days committed Leave limit during the service and asked for the amendment as per CCS Leave Rules, GOI.:-

GM(HR) assured to examine the matter as she is not aware of the problem.

5. **Clarification regarding grant one additional increment to Sr AOs/Sr.SDEs on regular promotion in the upgraded scale w.e.f. 01.10.2004 :-** It was pointed by the association that regular promotion was given to Sr.AOs/Sr.SDEs in 2006 by corporate office prior to implementation of EPP-2007 (Executive Promotion Policy-2007) as per

DOT policy and their financial up gradation was done w.e.f. 01.10.2004 after implementation of EPP-2007. The matter was also discussed with GM(F) Delhi unit and the case has already been sent for clarification on 05.05.2011 and again on 27.08.2011 from Delhi unit.

GM(HR) acknowledged the receipts of the letter from GM(F) Delhi unit and assured to look into the case.

**6. Holding of Limited Departmental Competitive Exams for Marketing, HR and**

**Legal streams also:** - Association demanded that opportunity should be given to

Executives working in Marketing, HR and Legal streams also to appear in the same LDCE keeping in view their career progression.

GM(HR) was also agreed in principle and assured to look into.

**7 Long pending case of Hindi Officer/PSs :-** Association demanded that although cadre restructuring has done for both the cadres in MTNL but they are still at losing end with their counterparts in Govt /BSNL. The association is raising this issue continuously but the HR section of MTNL delaying this matter intentionally even after the supply relevant papers in this regard.

The association has drawn the attention of GM(HR) towards the order issued by DOT in August-1998 wherein DOT has directed MTNL to promote all Hindi officers, who were officiating, on ad-hoc basis. But MTNL management failed to implement the same.

GM(HR) agreed that it is very old case, MTNL management will examine it afresh and will do the needful.

**8 Review of Bench Mark :-** The association pointed out that due to change in Bench Mark criteria some executives who were eligible for promotion as per old Bench Mark criteria could not get promotions. It was assured by the management that one time relaxation will be taken from the board but till date nothing has happened.. It was requested to reconsider all those left out cases for their promotion in respective grades.

GM (HR) replied that some cases have already been reconsidered by reviewing their CRs and the remaining left out cases can be reconsidered with old Bench Marks.

**9 Change in definition of 'Family' in respect of Medical facilities :** Association demanded that the definition of 'Family' must be in accordance with the Medical rules of Central Government and recovery of Rs. 1515/- for adding the name of Working Spouse. children and parents should be stopped immediately.

GM (HR) assured to take up this issue with MTNL Board through Dir. HR.

10. **Updation of Gradation/Seniority list.**-- The association pointed out that the work related to updation of seniority/gradation list of various cadres is pending since long. And requested the management to complete the same on priority

GM (HR) informed that this work is in process .