

Telecom Executives' Association of MTNL

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No. TEAM/CHQ/CO/MTNL/2012-13/04

Date ...13...12...2012

To,

Sh. A.K.Garg,

Chairman & Managing Director MTNL

MTNL , Corporate Office,

CGO Complex ,

New Delhi .

Subject: Discrepancies in RR for promotion of Asstt. Manager (Telecom) [E-2] to Deputy Manager (Telecom) [E-3] , 2011-Protest against.

Reference: Letter No. MTNL/CO/HR/R&E/1 (110)/2008/101 Dated 23-06-2011

Respected sir,

Kindly refer our letter no. TEAM/CHQ/RR/E-2 -E-3/2012 dated 16-01-2012 regarding the aforesaid matter. The copy of the said letter is enclosed herewith for your kind reference.

On careful study of the said letter it will be revealed that the instant RR and holding LICE as notified on the basis of the said rules is nothing but blatant violation of the 'Terms and Conditions' related to absorption of DOT officers in MTNL.

The said terms and condition clearly states " Promotion of the officers will be made time bound by personal upgradation of posts up to the level of JAG selection grade and beyond JAG selection grade the same will depend upon the availability of the posts and their suitability and selection for promotion which will be uniformly evaluated in various streams of discipline. The average

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eligibility period for promotion from one grade post to the next higher grade will vary between 4 to 6 years up to the level of JAG selection grade and beyond that as already mentioned above, the same will be dependent on the selection process and availability of vacancies.” {2. Terms and Conditions (xii)}

MTNL Recruitment Rules for promotion of Assistant Manager (Telecom) (E-2) to Deputy Manager (Telecom) (E-3) , 2011 as circulated by MTNL Corporate office vide its office order no. MTNL/CO/HR/R&E/1(110) /2008/101 dated 23-06-2011 completely violates the terms and conditions for the option for absorption in respect of promotion. The violation is as follows.

- a) The rules provide promotion from Assistant Manager (Telecom) (E-2) grade to Deputy Manager (Telecom) (E-3) grade through Limited Internal Competitive Examination (LICE) to the extent of 33% . Thus the promotion will no longer remains as time bound.
- b) The rules states that the promotion of Assistant Manager (Telecom) (E-2) to Deputy Manager (Telecom) (E-3) will be restricted to the approved vacancies and requirement as assessed by the units. This violates the concept of Time Bound Promotion by personal up gradation of posts.

It may kindly be noted that officers in E2 grade are still awaiting promotion to E3 grade even after approximate 18 years of service in the same grade. This is because the DPC for the promotion from E-2 to E-3 was not held by the management , even though the promotional posts were lying vacant years together. Ideally speaking promotion post should be reviewed and accessed on year to year basis and DPC for filling up the promotion posts should be held as regularly as required.

In actuality MTNL management has deprived the executives in E-2 grade of their due promotion and now notifying for LICE. This will ruin the promotion prospect of the executives in E-2 grade and for that MTNL management does not hesitate to violate the written Terms and Condition of absorption of DOT officers in MTNL.

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We strongly protest against this. We would like to hope that MTNL management will take corrective measures in respect of the above mentioned Recruitment Rules in view of this assurances made in Terms and Conditions of the absorption and for that the MTNL management should refrained from taking hasty action of holding LICE.

With regards.

Yours Faithfully



A.K. Kaushik

General Secretary,
TEAM.

- Copy to: 1) The Director (Fin.) MTNL for information and necessary action please.
2) The Director (Tec.) MTNL for information and necessary action please.
3) Office Copy

Enclosures: Our earlier letter no. TEAM/CHQ/RR/E-2 - E-3/2012 dated 16-01-2012.