

MTNL EXECUTIVES' FORUM, MUMBAI

To

Shri. Peeyush Agrawalji

Executive Director, MTNL, Mumbai

NO. Executive Forum/HR Matters/2011-12/1 dated 05-08-2011

Sub: Changes in Promotion Policy and Transfer Threats to Executives

Respected Sir,

We were all happy that MTNL management has set a target for high growth of income in an effort to turn around the MTNL's financial position. We, the absorbed executives of MTNL, are direct beneficiaries of such turnaround in MTNL's fortunes. Therefore, our MTNL Executives' Forum, which consists of all the three associations for Executives, welcomes this move to achieve 25% increase in revenue.

But we are pained at the state of affairs right now. When such laudable efforts are launched it is imperative that the entire workforce is motivated and taken on board to achieve the desired results. But it seems that our management is busy in quite opposite direction. Instead of taking the team to motivational path, the executives are victimized for no fault of theirs.

On the one hand, the due aspirations of the executives are systematically strangled by sudden and arbitrary change of benchmarks with retrospective effect. On the other hand, blame game is being played out by preparing a 'Non-Performers' List in a hasty, non-transparent manner and without proper scrutiny and any specified criteria.

The arbitrary changes in the Executives' Promotional Policy have deprived many sincere Executives of their promotions and financial up-gradation. The promises made by the management to undo these retrograde changes have not been fulfilled so far. **The retrospective effect to these changes is ill conceived and amounts to betrayal of the promises made at the time of absorption and when the Promotion Policy was notified in the year 2007.** It is also pertinent that the financial up-gradations for Non-Executives continue to remain unconditional.

A new strategy to keep the Executives and Non-Executives under the threat of 'Transfer to Delhi' has been started. During the last week, executives were suddenly asked to furnish names of 'Non-Performers' by text messages. The List of so called 'Non-Performers' has been made in such a hurried manner and without any scrutiny. Branding any person as Non-Performer just because his/her current boss thinks so or forced to add that name, is a sure recipe for disaster for any organization, more so for MTNL, which is in serious trouble right now.

Is there any system or guarantee that an honest and efficient executive will not be harassed by his/her not-so-honest senior with the dual threat of spoiling all future promotions with 'Good(!)' remarks in APAR and constant threat of 'Delhi transfer' ? Is there any mechanism to ward off the

threats/ influence to an Executive by others to include/delete a subordinate employee in 'Non-Performer' List to settle any old scores? Such a bad and reckless HR policy trying to keep its committed workforce under threat of transfer will be counter productive as every one will be interested only in putting the blame on some one else and the real quality of work will suffer.

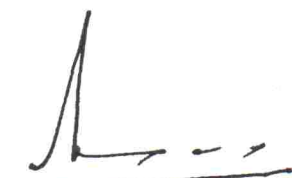
Therefore, in the interest of the organization, the MTNL Executives' Forum, Mumbai appeals to you to kindly intervene and cause the following:

- 1) Immediately complete the pending DPCs for Financial Up-gradations and vertical post based promotions **under the old benchmarks**. We have already waited long enough with the hope that the promise to undo the changes in bench marks would be fulfilled.
- 2) Stopping the unsystematic and unwanted preparation of such lists called 'Non-Performers' and holding the threat of 'Transfer to Delhi'. **Previous such transfers ordered by the C.O. have only resulted in wastage of money and precious man-hours to our company**
- 3) Instead of demoralizing the workforce, taking along every one with full satisfaction on HR front to participate and contribute in the turn-around for the Company during these turbulent times must be the first and foremost priority and to achieve this, **HR targets (like 25% revenue increase) also should be fixed and pursued vigorously.**

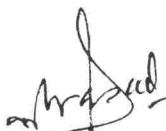
On our part, we assure you that we will not leave any stone unturned to achieve any target set in the interest of the company.

Thanking you in anticipation of urgent action on all the above three issues,

Yours faithfully,



V. RAGHAVAN
General Secretary
MTNL OA, Mumbai



S.N. PRASAD
General Secretary
MEA, Mumbai



J.S. YADAV
Circle Secretary
TEAM, Mumbai

Copy for information and necessary action to:

- 1) Shri. Kuldip Singh, CMD, MTNL, New Delhi
- 2) Shri. S.P. Pachauri, Dir{HR}, MTNL, New Delhi
- 3) Smt. Ambika Soni, Dir(Fin), MTNL, New Delhi
- 4) Shri. R. Balasubramanian, PGM (D), MTNL, Mumbai
- 5) Shri. Chandragupta G. Tewary, PGM (LS), MTNL, Mumbai
- 6) Shri. P.K. Adhikary, GM Admn, MTNL, Mumbai



06 AUG 2011

O/o. the Executive Director
M.T.N.L. (Mumbai)

मुख्य महाप्रबंधक (वैयक्तिक सेवाएं) का कार्यालय