

Telecom Executives' Association of MTNL

CENTRAL HEAD QUARTER

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No. TEAM/CHQ/3rd CHQ Conf./Resolution/2012/2

Date ...07.11.2012

To

Director(HR)

Mahanagar Telephone Nigam Limited,

C.G.O. Complex, New Delhi.

Sub:- Resolution passed in the 3rd CHQ Conference of TEAM.

Sir,

3rd CHQ Conference of Telecom Executives Association of MTNL (TEAM) was held w.e.f. 09.10.2012 to 12.10.2012 at CETTM, Mumbai wherein the pending issues related to the executives and their career prospects as well as “ **Financial Viability of MTNL as an organization**” and **Providing effective, efficient and qualitative Telecom Services to our esteemed Customers** were deliberated in detail. In the conference some resolutions related to our member executives including pending HR issues were discussed and passed by the house with the direction to the undersigned to take up with the management for consideration and implementation.

I am enclosing herewith the copy of resolutions for your kind consideration for consideration and early implementation.

With regards,

Yours sincerely,



(A.K. Kaushik)

General Secretary

Encls: - Copy of Resolution

Copy to:-

1. Sh. A.K. Garg, CMD, MTNL, for kind information and necessary action please.
2. Sh. Kuldeep Singh, Director (Tech) for information and necessary action.
3. Smt. Anita Soni, Director(Fin) for information and necessary action please.
4. GM(HR)/ Jt. GM(HR) for information and necessary action please.

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P S to C M. D.
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Resolutions

Resolution No 1

The Government of India should stop fleecing money from MTNL in the name of Licence Fee, and should immediately refund of BWA Licence Fee of Rs.4,600/- Crores approximately to MTNL along with interest. The BWA spectrum is no use of MTNL and also of poorest quality in comparison to other Private operators. Govt. immediately should stop the policies which in turn weakening/ killing the Govt. PSUs.

Resolution No 2

MTNL and the Government of India should expedite the processes for deriving income from passive infrastructure.

Resolution No 3

Government should take immediate action to notify merger of BSNL and MTNL from a specific date and take necessary action to complete all the required formalities within that specified period.

Resolution No 4

Combined service pension (DOT and MTNL) to the DOT employees and Officers absorbed in MTNL should be paid by the Government of India by amending Rule 37-A i.e. as is being done in the case of DOT employees and Officers absorbed in BSNL. This conference reject the move of GOVT/MTNL to form Pension Trust. The Conference also resolves to fight tooth and nails any such move of Govt/MTNL which harms the pensionary benefits of MTNL employees.

Resolution No 5

MTNL should implement 78.2% fitment formula as mandated by the DPE in its order dated 02-04-2009 without any further delay.



Resolution No 6

This conference opined that Govt of India has failed in implementing its absorption policy in MTNL and BSNL. Hence this conference unanimously resolved and demand that Govt of India should immediately roll back the absorption policy from MTNL and BSNL and take back all the employees and Officers of MTNL and BSNL on DOT roll as is being done in the case of ITS officers. Any move of violation of provision under Article 14 and 21 of Constitution of India by the Govt. will be fought organizationally and legally because MTNL and BSNL employees are also the citizen of India.

Resolution No 7

Transport Allowance and IDA thereon shall be paid as per the Government of India rates.

Resolution No 8

DPCs for regular promotions shall be held annually for all the cadres and all resultant posts since 01.10.2000 onwards should be immediately filled up by promoting the eligible executives in various cadres/disciplines.

Resolution No 9

Year wise vacancies right from 01-10-2000 onwards shall be published for all cadres and in all posts

Resolution No 10

Gradation Lists for all cadres should be updated as on 31st December every year.

Resolution No 11

Regular departmental examinations as well as direct recruitments in the cadres of JAO/JTO/AM shall be held. A specific Calendar of Departmental Exams and Direct Recruitments for each year may be published in advance like the List of Holidays. No lateral recruitment should be done except at E-2 level i.e. JAO/JTO/AM.



Resolution No 12

MTNL should bring out a comprehensive Executive Promotion Policy in consultation with the Executives' Associations. Till such time, the present executive Promotion Policy shall be followed. While following the present Policy, the revised bench marks for vertical promotions as well as financial up-gradations should not be implemented with retrospective effect, if the then APAR grading results in disadvantageous position. Old bench marks shall be considered for the periods before issue of orders for new benchmark

Resolution No 13

This conference strongly oppose MTNL Management's unilateral announcement of number of sanctioned posts in Senior Manager (Technical) and DGM (Technical) without adhering to any norms. In fact due to value added services the no. of sanctioned posts will have to be augmented. It is unanimously resolved that all the posts in TES Group 'B', STS and DGM(T) should remained intact till the work study is completed in this regard.

Resolution No 14

MTNL Management is to bring out a White Paper on Medical Insurance Policies both for Working as well as Retired Employees as the present policies have resulted in harassment and financial loss to individuals as well to MTNL. In addition, this conference appeals to MTNL Management that the families of employees who die while in service shall also be brought under the Medical Scheme available to the retirees. This conference also demand that efforts should be made by MTNL management to bring the working as well as retirees under CGHS Scheme.

Resolution No 15

Increase of Insurance coverage under LIC Group Insurance Scheme may be considered.

Resolution No 16

Judgment of Hon'ble Punjab & Haryana High Court in "Rule 206" case may be implemented without any further delay.



Resolution No 17

Review of Seniority List- Matter needs to be taken up with MTNL management for qualified SDEs promoted in the year 1998 .

Resolution No 18

DPC should meet at regular annual intervals to draw panels to be utilized for promotions over a year. Action will be initiated well in advance without waiting till a vacancy arises. The meeting should not be held up for reason that Recruitment Rules are under revision. Rules in force on the date of DPC meeting will be followed. Convening of DPC meeting can be dispensed with only after a certificate is issued by the Appointing Authority that there are no vacancies to be filled that year.

DPC formalities need to be simplified. For example, more number of DPC committees can be approved. Another example is the procedure followed in Mumbai unit for DPC in respect of Non Executives. Under this procedure, the APAR gradings for previous 5 years are communicated by the controlling officer and the actual APARs need not sent to the DPC.

Resolution No 19

Regular DPCs is to be conducted to fill up the vacancies available for Executives (in E-2 scale) from Non Executive cadres against departmental quota.

Resolution No 20

Post based personal up gradation up to E-7 level – As per the terms and conditions circulated by MTNL for taking option in favour of MTNL, it was quite clear that the executives who opted for MTNL will be given post based personal up gradation up to E-7 level, but MTNL is issuing orders of financial up gradation only. The MTNL management should promote executives strictly in adherence to the assured promotion policy given to executives by DOT on absorption.



Resolution No 21

Stagnation in the cadre of newly recruited JTOs/AMs/JAOs – Young JTOs/AMs/JAOs recruited by MTNL are not being promoted on regular basis since 2002 due to which a number of such executives are leaving the company under frustration. The efforts may kindly be taken for brightest carrier growth to attract and retain the talent in MTNL. Hence, this conference demands that MTNL management should immediately evolved a Comprehensive Promotion Policy for executives in discussion with executives associations which ensure promotion up to E-9 level to all executives who enter at E-2 level in MTNL.

Resolution No 22

Residential service telephone connections for the executives residing in NCR Delhi – The executives residing in NCR Delhi are facing lot of problems in depositing the service connection telephone bills and getting its reimbursement. The RSTCs are being disconnected in case of failure of deposit of bills within prescribed time frame. The BSNL and MTNL management should immediately resolve this matter and issue necessary instructions to their respective TR Units that RSTC bills of MTNL/BSNL employees should not be raised and the same should be disposed off by doing TR Book adjustment so as to avoid any difficulty /inconvenience to the employees residing in MTNL/BSNL jurisdictions.

Resolution No 23

New Mobile service connection policy – An amended mobile service connection policy was introduced by MTNL in which only Rs500/- worth calls were permitted for other networks. It was seen during intervening period that the ceiling for amount for making calls to other networks is not sufficient to meet out the official requirement. Therefore the ceiling of the amount may be done away with. Moreover the facility of 3G may also be provided on service mobile connections.



Resolution No 24

Withdrawal of increment on regular promotion given by DOT as Sr.AO/Sr.SDE prior to implementation of Executive promotion policy. Our several executives are facing the problem of recovery of one increment already granted by the competent authority on promotion from AO/SDE to Sr. AO/Sr.SDE on regular basis given by DOT and prior to issue of Executive Promotion. Matter may be taken with competent authority for stopping the recovery and withdrawal of the particular orders immediately.

Resolution No 25

Writing of APAR of JTOs.— The writing of APAR in respect of JTOs may be done by concerned SDEs (as in the case of JAOs) and not by the DETs/Sr. Managers.

Resolution No 26

Increment for regular promotion as DET/CAO — The increment was continuously granted at the time of regular promotion for DETs/CAOs which is in accordance with EPP,2007, but in the recent Sr. Management Promotion Policy the increment has been withdrawn. This conference demands restoration of one increment on every functional promotion.

Resolution No 27

Up gradation of 19 posts of CAOs -- The 24 posts of CAOs were downgraded temporarily at the time of regular promotion of AOs in 2006 for retaining the promoted AOs .in their respective units due to administrative reasons. Out of these 24 posts, 5 posts have already been upgraded.. Hence remaining 19 posts of CAOs should be upgraded immediately.

Resolution No 28

Reduction of posts of Executive Engineers in Civil Wing – 32 posts of Executive Engineer (Civil) were notified at the time of absorption but now all of a sudden 11 of these posts have been withdrawn by MTNL both in Delhi and Mumbai. The order regarding reduction of posts may be withdrawn immediately.

