



MTNL EXECUTIVES' ASSOCIATION

Central Headquarters, New Delhi

(Registered under the Trade Union Act 1926, reg no-ALC/Karyasan-17/9715)
[Affiliated to National Confederation of Officers' Associations (NCOA)]

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Ref. No.: MEA/CHQ/ *CMD/Restructuring*

DATE : *26/07/2022*
मोटोनिलि/M.T.N.L.
प्राप्त किया/Received

To

Shri P K Purwar
CMD MTNL, Corporate Office
New Delhi

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दिनांक / DATE *27-7-22*
हस्ताक्षर / Signature
अ.प्र. निदेशक कार्यालय

Subject—Organizational Restructuring, Manpower Planning & Norms for various activities via consultation process through a High Level Committee

Ref- 1-MTNL-CO-15/12/1/2021-HR/982, Dt 15-02-2022

2—MEA/CHQ/Dir (HR)/Restructuring, Dated 26-02-2022

3- Meeting with GM(HR) on dated 20th July, 2022

Sir

MTNL formed the subject cited High Power Committee in the month of Jan'22, taking it an earnest move; we approached the committee for discussion and consultation but committee declined for the same. On raising objections on this by MTNL Executives' Association, DGM (HR) CO vide letter dated 15.2.22 asked for suggestions/views for perusal of the High Power Committee. MTNL EA submitted its representation vide letter MEA/CHQ/Dir(HR)/Restructuring, dated 26.02.22 with objective suggestions and workable structure for increasing productivity and business of the company along with reducing the acute stagnation (of 20+ years even when placed in E6 in Time bound) of executives specially at DM level.

Though the committee was to submit its report within three weeks, but, astonishingly committee took six months' time signifying its lack of priority and seriousness to the objectives.

Nevertheless, committee stated to have submitted its report to management and GM (HR) called association to discuss about the same on 20.07.22. In the meeting, GM (HR) only shared the PowerPoint sheets indicating numbers of existing posts and the proposed post without any details about the basis of evaluation, studies conducted regarding, intended objective of restructuring exercise or the basis of recommendations of the committee. It appeared that the committee has given arbitrary recommendations without considering the critical factors and ignored suggestions of MTNL EA. The Committee held no consultations with major stake holders, e.g. Union and Associations before finalization of their report. Proactivity and business objectives intended to be achieved are also not indicated. MTNL EA suggestions given vide letter dated 26.02.22 also not at all considered by the

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committee. Recommendations are not envisaging any aimed increase in business and productivity of company not even intended at motivating the executive's. The committee report is not addressing the stagnation issue, as highest stagnated DM cadre (of all streams) will still remain stagnated (if Committee report is agreed). Committee did not speaks out as to how, even the earmarked post will be filled up. Committee simply inked the existing adhoc and stopgap manpower placement, which has not only miserably failed to even maintain the existing productivity and business. Company's business has been going down and down after implementation of this manpower placement.

Seeing the information shared in the meeting is grossly insufficient to comment upon the proposed structure of MTNL, Association desired to share the full restructuring report and the basis, methodology and study behind the proposed structure, which HR Unit could not provide for fruitful engagement and objective discussion. Nevertheless, Association gave their views and suggestions and called for threadbare/ brick by brick discussion on each point and post by post so that proposed restructuring may be beneficial for organization as well as employees and help in revival of business.

In our earlier representation vide letter MEA/CHQ/Dir(HR)/Restructuring/ Dated 26.02.2022, MEA suggested the following posts with full details for justification of posts in various cadres (copy of the same is also attached for reference) –

Stream	GM	DGM	SM	DM/AM
Telecom (Including HR/Legal/Mktg)	50	180	650	1650
Finance	5	35	105	210
Civil	2	8	25	75
Electrical	2	8	25	75

MEA would like to add few more suggestions for due considerations –

- SM posts should be increased substantially and in no case lesser than the respective sanctioned posts remaining after the VRS. It will help to increase the productivity and motivation as it will reduce the acute stagnation in DM post which has already crossed 20 years. This will have no financial implication. As all DM's are already placed in E5, E6 & E7 scales.
- Almost all posts of DGM & SM are lying vacant due to in-action on part of management. Restructuring exercise should clearly spell out as to how these vacant posts shall be filled up on regular basis. Present adhoc arrangement of look-after is highly counterproductive and detrimental to the company as well as for the career prospects of executives. We have submitted substantial arguments regarding it. All RRs be amended to fill up all vacant posts in all cadres on regular basis in view of ensuing merger of MTNL Employees in BSNL.
- There is inconsistency in educational eligibility for promotion to SM (Elect/Civil) vis-à-vis other cadres and Electrical/Civil cadres in BSNL. Therefore almost all DMs are stuck and stagnating.

This is creating hurdle in manning SM post and blocking of DM and stoppage of AM to DM promotions as DM's are not being promoted as a result of this inconsistency.

- As per Govt. proposal, MTNL's business and staff shall be merged into BSNL, so to avoid future HR disputes in the event of merger of MTNL Executives in BSNL, number of posts in DGM/SM/DM cadres may be finalized by considering the corresponding recruitment years for which DPC in BSNL has already-been/are-being conducted.

In view of above, it is required to have an elaborate discussion with your good self and Director (HR) before finalizing the organizational restructuring and manpower planning .

With kind regards

yours' sincerely



V K Tomar

Encl : MEA representation letter No. MEA/CHQ/Dir(HR)/Restructuring/ Dated 26.02.2022.

Copy to

1. Director (HR) for n/a pl
2. Director (Fin) for n/a pl
3. Director (Tech) for n/a pl
4. GM(HR) for n/a pl

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