



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)]

P.N.VASANE
President

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V.K.TOMAR
General Secretary MEA
Secretary General NCOA
President AIPCOC

Ref. No.: MEA/CHQ/CMD /promotions
To,
Shri P K Purwar
CMD,
MTNL, New Delhi

DATE : 03-03-2021

Sub: Unreasonable & uncalled for delay in Executives' Promotion adversely impacting the Company and its revival

Sir,

It's unequivocally known that a handsome package was sanctioned by Govt for revival of MTNL and about 75% staff was laid off through VRS. As a consequence, almost all the senior positions above Dy Manager Level have fallen vacant since 01.02.2020. Post VRS, remaining number of executives are grossly insufficient. Even officers at the level of AM in in different disciplines like HR, Mktg, Finance, Civil/ Electrical are stagnating in the same cadre for 10 years and more who are impatiently waiting for their first promotion. Staffing is a totally neglected affair in company. Operations and day to day affairs are somehow being managed on adhoc and temporary basis for almost a year. DM's have been asked to look after the work of DGMs on purely temporary and month to month basis. Promotional DPCs have been put into abeyance indefinitely and for no reason. It is unfortunate and highly detrimental situation. Persons of temporary status without proper authority and full of uncertainties can't push forward required command and authority in its functioning. Revival of MTNL can't be thought of under these pathetic circumstances.

Several times, we have requested to act swiftly in this matter but no action is taken till date. Whole executive cadre is highly demoralized and demotivated, which is adversely affecting company's performance.

It is worth mentioning that all executives are already functioning in higher salary grades, so there is no financial implication in granting them regular promotions.

In view of above and to put the company on revival path immediately, it is requested that all vacant post in executives cadre viz DM/AGM/DE/CAO/EE, DGMs and GMs be filled up on regular basis amongst senior executives of MTNL immediately with summary and short procedure with relaxation in RRs if any so that regular executives may be positioned on all vacant post to enable them work with authority and certainty so as to positively steer the company forward.

With regards

Yours sincerely

(V K Tomar)

Copy to

1. Secretary, DOT
2. Addl Secretary, DOT
3. Joint Secretary (A), DOT
4. The Director (HR & EB), MTNL, New Delhi
5. The Director (Finance), MTNL, New Delhi
6. The Director (Tech) MTNL, New Delhi

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