



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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General Secretary MEA
Secretary General NCOA
President AIPCOG

Ref. No.: MEA/CHQ/CMD/DPC

DATE : 20-04-2020

To,

Shr P K Purwar
CMD,
MTNL, New Delhi.

Subject: Immediate release of regular promotion in all Executive cadres of all Disciplines by summery proceeding/DPC.

Sir,

Congratulations for being the CMD of MTNL again to super shine the company. We also share the goals to revive the company at earliest and to take it to its pinnacle

After VRS, MTNL staff reduced by 14,387 and large shortfall especially of officers is created in all disciplines. Since most of the posts were filled up on LA basis and DPC has not been held since long time, almost all posts in DGM & DE/SM level cadres have fallen vacant after VRS. Large numbers of posts were already vacant for which Screening Reports also called in Sep.'19, but that process struck into the VRS announced immediately thereafter.

We have been raising the issue of acute shortage and need for holding of DPC, in all executive cadres, but same was put on hold till VRS i.e. 31st Jan'20. We reminded the matter vide our letter dated 14.02.2020, but same has not attracted due attention of management till date.


As of now almost all post at DGM & DE/SM level are being looked after by SDE's/DMs. Off course all of them have sufficient experience, expertise and eligible for promotion to DGM, but all are overloaded with multiple charges involving diverse nature of assignments. A very precarious situation has been created and executives looking after the charges are finding it difficult to take appropriate decision to manage the work for want of full authority and zeal. Looking After arrangements have proven to be total failure to accord sufficient confidence and risk taking capabilities into an individual. LA arrangement has several inherent risks and demotivating factors making it counter-productive. Situation is highly discouraging and disappointing for MTNL executives, who are to lead the company in Post VRS period

It is also a hard fact that MTNL Senior Management Promotion Policy is discriminatory towards executives of MTNL. Instead of promising, it actually denies entitled promotion (career progression) and opportunity to MTNL executives. It has created a false Glass Ceiling. As a result, all senior level posts have fallen out of bounds of MTNL's own officers resulting into inculcation of alienated work culture, which has ingrained and spreading rapidly. This uncalled-for humiliation of the officers is ultimately going to cost heavily to the company in the form of reduced productivity and alienated working. This can be a big impediment for revival of company.

Under present crisis situation, company require highly motivated and confident officers to take fast and quick decisions to manage the work efficiently within scare resources, so it is indispensable to fill up all posts of executives on regular basis, even by relaxing the eligibility criteria wherever required. Revival of company can only be promised by motivated executives, for which first step is immediate release of promotion to fill up all vacant posts in all executives cadres in all disciplines immediately with summary proceeding/DPC. This will also take care of several HR issues while merger into BSNL.

Thanking you,

Yours sincerely



(V K Tomar)

General Secretary

Copy to :

1. Director (HR) for information & n/a pl
2. Director (Tech) for information & n/a pl
3. Director (Fin) for information & n/a pl
4. ED, Delhi/ Mumbai for information & n/a pl