



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

DATE : 12.04.2020

To,

Shri P K Purwar

CMD, MTNL

9, CGO Complex, Lodhi Road,

New Delhi-03.

SUB: Holding of DPC for regular promotion from AM(Fin)/JAO to Dy Manager(F)/AO.

Respected sir,

Your kind attention is invited to the case of MTNL executives working in the Assistant Manager (Finance) Cadre of 2008 batch and onwards. 12 years have passed and they are yet to get their first regular promotion. Things have become particularly difficult for them as the JTOs recruited in 2009 batch have got regular promotion in June 2019.

There seems to be an opinion that the management is not concerned to their wellbeing and career progression. This has led to sense of alienation towards their work as well. It may be noted that no enterprise can flourish without the active participation of the middle level executives who are the one who implement things on the ground. Furthermore this has the potential to cause inter-cadre friction.

In light of the above submission, the following is brought to attention:

1. The finance cadre executives of 2008 batch and onward are the most sufferer amongst the executive cadre of MTNL, as some have completed more than 11 years in the same substantive post.
2. The 33% Quota for LICE has hurt their cause as no examination has been conducted since the rules were formulated and 4 year have passed.
3. The absence of trigger clause in the LICE rules as to when the exam will be conducted has made it a blocker of sorts rather than being an instrument of career progression. The missing trigger clause would have been like.
 - a. What will be the number of seats that will trigger LICE exam or
 - b. Whether LICE exam will be conducted annually/biennially etc.
4. Further asking executives who have served more than 11 years in the AM(Finance)/JAO Cadre to appear for exam to get promotion in the next cadre is like humiliating them. This would not have been the case if the LICE exams were conducted in 2016 itself or the potential candidate have only 3 year service.
5. There will be no financial implications to MTNL for this regular promotion, as these executives are already getting E-4 scale.

- 6. **BSNL Case:** In the case of BSNL, All the Asst. Managers (Fin)/ JAOs have already got regular promotion to the post of Dy. Manager in June 2018 only within the 5 years from their joining as Asst. Manager (Fin) in August 2013. MTNL AM (Finance)/JAOs have already become junior to them even though many have more years of service. Any further delay will hurt them more as the merger is on anvil.
- 7. Management has been arbitrarily reducing the number of available vacancies for promotion on fragile grounds. Number of vacancies available are 116 whereas the numbers of eligible candidates are less than 85.

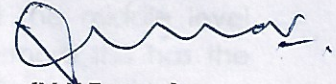
Sir VRS has seen exit of such a huge no. of employees/officers and work load is enhanced considerably on the remaining employees/ executives. Proper and timely career progression is all management can do to keep their moral and motivation high. This is particularly important in present environment where young executives are holding important positions in the company.

In view of the above the following is requested that in the interest of the company:

- 1. The condition of LICE may be waived off and all of the seats be transferred to SCF.
- 2. All eligible executives of Asst. Manager (Finance)/JAO batch of 2008 and onwards may be promoted to Deputy Manager (Finance) regular.
- 3. The available seats should be suitably transferred between Delhi/Mumbai units so that all the eligible executives are promoted in as is where basis.

With regards

Yours sincerely



(V K Tomar)

Copy to:

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

1. The 33% quota for LICE has not been used as no examination has been conducted since the rules were formulated and 4 years have passed.

2. The absence of trigger clause in the LICE rules as to when the exam will be conducted has made it a matter of fact rather than being an obligation of management. The missing trigger clause would have been like

- a. What will be the number of seats that will trigger LICE exam or
- b. Whether LICE exam will be conducted annually/biennially etc.

4. Further using executives who have served more than 11 years in the Asst. Manager/JAO Code to appear for exam for larger promotion in the new code is the burning thing. This would not have been the case if the LICE exam was conducted in 2014 itself or the potential candidacy pool only 3 year service.

5. There will be no financial implications to MFR if the regular promotion of these executives are already getting E-4 scale.