

FORUM OF MTNL UNIONS AND ASSOCIATIONS

T-28A, Atul Grove Road, New Delhi-110001

V.K. TOMAR

Chairman & Genl. Secy. (MEA)

Mob. 9868133336

MS-54/Forum/2020/14

To

Shri Anshu Prakash

Secretary, DOT & Chairman Telecom Commission

Sanchar Bhawan, Ashoka Road,

New Delhi-110001



DHARM RAJ SINGH

Convener & Genl. Secy. (MTNL MS)

Mob. 9868136466

Dated: 03.06.2020

Shri P K. Purwar

CMD, MTNL

CGO Complex, Lodhi Road

New Delhi-110003

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दूरसंचार सदन
CGO Complex, Lodhi Road, New Delhi-110003

Subject: Offer greater role and responsibility to MTNL officers for revival of company

Respected Sir,

It is well known hard fact that despite many offers of absorption in MTNL ever since the year 2000, most of ITS officers of Govt declined absorption in MTNL and have been continuously seeking repatriation out of MTNL. These officers are also unwilling civil servant for MTNL. It appears that MTNL has been a pool for accommodating ITS officers, who have fallen surplus in Govt of India. It's very heavy undue financial burden on MTNL.

It is worth mentioning that they (ITS) all were repatriated to DoT on 11.03.2013 under judicial order. Astonishingly all such officers were subtly posted back in MTNL in the name of meeting MTNL's existent requirement. The redeployment plan and terms and conditions were stately got approved by Cabinet. This redeployment in MTNL was on temporary basis on year to year diminishing basis. As per the cabinet decision, all ITS officers have to be repatriated out of MTNL within eight years i.e. by 31.03.2020. It was intended that over these years MTNL will have succession out of its own officers for higher positions. But that wasn't done under ulterior motives for maintaining the status quo; off course at cost of MTNL officers and loss of business performance. Sr Management Promotion Policy was also crafted to detriment and deny promotions to MTNL officers. Instead of promising, it actually denies entitled promotion and opportunity to MTNL executives. It has created a false Glass Ceiling.

Contrary to situation in all other organizations and despite repeated agitation by unions and associations, all prime, main streams, administrative and decisive posts are kept out of bound of MTNL officers. Elsewhere, only barest minimum posts are filled up on deputation basis and none of the prime and decision influencing, but in MTNL opposite is true. This is main reason for company's falling performance.

Even after overwhelming VRS response, where almost 80% of staff retired on VRS and situation has not changed. Neglect of their role and abrogated responsibilities is very frustrating and demotivating for MTNL officers in the post VRS scenario. Roles and Responsibilities of MTNL officers is regularly and systematically confounded, undermined, obliterated and annulled. Situation is highly discouraging and disappointing for MTNL officers, who have to lead the company in coming time.

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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 may be a big impediment for revival of company, keeping in view the frustration of officers and need of motivated and dedicated executives to pull the company out of the deep crisis, we demand/request for the following:

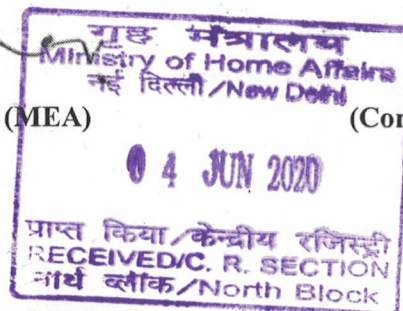
1. Repatriation of ITS officers out of MTNL and assign charge to MTNL own officers. MTNL have large pool of highly qualified and experienced professions and engineers fully capable to taking all responsibilities.
2. Immediately assign all prime, main stream, administrative and decisive posts to MTNL's own officers viz ED, PGM, GM (Admn), GM (Vig), GM (HR), GM (Fin).
3. Amend MTNL Sr Management Promotion policy in interest of MTNL officers. Replace the existing discriminatory provisions by a promising career progression.
4. Order promotion on all vacant posts immediately through summary process.

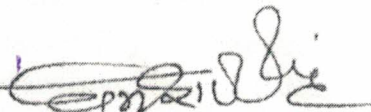
In view of the foregoing, we earnestly requested to look into the matter and necessary direction may kindly be issue in the interest of MTNL and Nation.

With warm regards.

Yours sincerely,


V.K. TOMAR
(Chairman & Genl. Secy. (MEA))

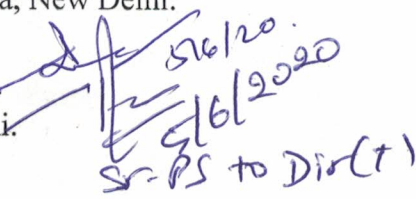



DHARM RAJ SINGH
(Convener & Genl. Secy. (MTNL-MS))

Copy to:

1. Shri Amit Saha ji, Hon'ble Chairman of the Group of Ministers (GOM) and Union Home Minister, Government of India, New Delhi.
2. Shri Ravi Shankar Prasad ji, Hon'ble Union Minister for Communication, Elect. & Information Tech. and Law & Justice, Government of India, New Delhi.
3. The General Secretary (BMS), ITO, New Delhi.
4. The Director (HR), MTNL Corporate Office, New Delhi.
5. The Director (Tech), MTNL Corporate Office, New Delhi.
6. The Director (Fin), MTNL Corporate Office, New Delhi




Sr. PS to Dir (T)