



# 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

**V.K.TOMAR**  
General Secretary  
National President, NCOA

website-www.meachq.in

Ref. No.: MEA/CHQ/CMD/16.  
To

DATE: 29-06-16

Shri P K Purwar

CMD, MTNL

Corporate office New Delhi

o/copy

**Subject: Request for immediate promotion orders of left out officers whose DPC has been conducted for regular promotion to DE/SM (T) on 4<sup>th</sup> May 2016 and stream line the promotion policy as per terms and condition of absorption. Further delay will compel Association to resort to trade union action.**

Sir

We have already discussed and conveyed our deep anguish to your good self over the way some officers were left out in the promotion orders issued on dated --- in spite of the fact that there was no financial implication in these promotions and also sufficient number of vacancies were available in SCF quota after the approval of the competent authority ie CMD. After the DE posts were reviewed and reduced from 800 to 646 in 2012, there is terrible need of DEs to maintain the services properly in both the units that is why all these officers who have been left out in the promotion orders are already working for quite long time as DE/ DGM on look after basis. Telecom stream officers, who have rendered more than 30 years of service and are stagnating in the same cadre for last 18 years, are still waiting for their promotion. This much of stagnation kills one's creativity and enthusiasm, which directly affects the performance of individual and company as a whole, which cannot be and should not be afforded in a company which is passing through a crucial juncture and struggling to get revived. Revival is possible only through the motivated and dedicated work force. If the Promotions are delayed this much in DM/SM cadre than MTNL will not be able to have officers at the level of DGM and above which will also affect the performance of the company.

As you know very well that there is scarcity of resources/ funds in MTNL and employees are deprived of their legitimate rights/ benefits for no fault of them, even then officers are working with their fullest ability and capability. In such an environment, supporting and helping hand of the management will boost the morale of these officers.

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1.7.16  
31 एड. प्र. नि. के निजी सचिव / PS to CMD  
महावि. नि. नि. के निजी सचिव / MTNL Corporate Office  
महावि. नि. नि. के निजी सचिव / प्रशासक सदन  
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But, the way management has acted in this case has demoralized and demotivated the officers. This will definitely adversely affect the performance of the executives and company as a whole.

Sir, we are the main stake holder of this company, so we also have the great responsibility towards the revival and survival of our beloved company, which is the only bread earner for we people. We are doing our best and ready to go to any extent to improve the services and revenue of the company. Therefore, keeping in view the interest of company and its executives, we request your good self to issue the pending promotion orders of left out officers in DE cadre immediately and also start the process to get the amendment in RRs/ promotion policy for further promotions to fill up all the vacant posts till the MTNL promotion policy is reviewed for PSU hierarchy promotions on time bound basis with financial up gradation as assured in terms and condition of absorption of officers in MTNL, which is the only solution to remove the long stagnation and legal problems related to promotions in different executive cadres for which we are pursuing for a long time. Further delay will create unrest amongst executives and compel us to resort to trade union action. We hope your good self will understand the sentiments and heart burning of officers and take immediate action to issue the promotion orders and also start the process to stream line the promotion policy as assured in terms and conditions of absorption.

With kind regards

Yours sincerely



(V K Tomar)

Copy to:

1. Shri Sunil Kumar, Director (HR) with the request for n/a pl
2. Shri P K Purwar, Director (Fin) with the request for n/a pl
3. Shri Sunil saxena, ED Delhi for info & n/a pl
4. Shri Pravin Punj, ED Mumbai for information & n/a pl

*Handwritten notes and signatures:*  
1/2/16  
1/2/17  
1/2/17