To

**Shri Sunil Kumar**

Director (HR), MTNL

Corporate Office, New Delhi

**Subject: Inordinate and unwarranted delay in settlement of long pending HR Issues.**

Sir

We are constraint to say that in spite of various discussions at all levels in the management and protest action by this Association, the long pending HR issues could not find required attention from management to take them to the logical conclusion. This passive approach of the management towards the pending issues of the executives has created discontentment and heart burning amongst them. Keeping in view the need of motivated workforce and peaceful atmosphere in the company to come out of the present dwindling financial condition of the company, we request your good self to take appropriate actions to settle the following issues at the earliest.

1. Holding regular DPC from SDE to DE by changing quota ratio from 50: 50 to 75 : 25 as in BSNL
2. Recruitment rules of Dy Manager (Mktg/HR/Fin)
3. Counting training period for the purpose of drawing increment for MTNL recruited officers as is being extended to DOT recruited employees
4. Conducting E3 LICE and clearing waiting list of previous LICE
5. Financial up gradation from due date if no case is pending on that date as is being given in BSNL and also extended to one officer in MTNL after court direction.
6. Pending clarification from corporate office in anomaly cases
7. Pending antedating promotion & seniority cases in SDE cadre
8. 1999-2000 year of recruitment JTOs seniority case of Mumbai unit—withdrawal of case from Supreme court
9. Pending DPC of Identified Non technical Posts in E2 scale
10. Grant of SDE pay scale of 13000-350-18250 pre-revised at par with BSNL towards ACP already granted by MTNL to JTO (Electrical)
11. Finalization of seniority lists of executive cadres
12. Hindi cadre promotion & pay scale as per govt directives
13. Pending medical reimbursement cases in units for fund allocation from corporate office.

**We hope your good self will understand the concern of the Association and heart burning of the executives and take appropriate action to find the early solution of these pending issues to avoid the industrial unrest in the company.**

With kind regards

 Yours sincerely

 **( V K Tomar)**

**Copy to:**

1. Shri N K Yadav, CMD MTNL for information & n/a pl
2. Shri P K Purwar, Dir (Fin) for information & n/a pl
3. Mrs Meena Chauhan, GM(HR) for n/a pl