

To

**Shri Sunil Kumar**

Director (HR)

**MTNL**, Corporate Office

New Delhi

**Subject: Request for meeting to discuss the pending issues**

Sir

There are some issues related to executives on which we have written, discussed and are pursuing for a long time, but are still unsettled. Because of abnormal delay in the settlement of these issues, there is growing discontentment amongst the executives. Therefore, there is a need of discussion on these issues with your good self. Kindly spare some time to discuss following issues with the representatives of this Association. --

1. **Promotion policy**—we have already written in detail on this issue, now it needs to be discussed and decided in accordance of provision of time bound personal upgradation of posts as assured in terms and conditions of absorption.
2. **Promotion of AM(HR)/Mktg/Legal/CS**—these officers have no provision to be promoted to next cadre. Issue has already been discussed many time either to frame Recruitment Rules for the promotion of Dy Manager (HR/mktg/legal/CS) or to scrape the E3 RRs in all disciplines and make promotion on time bound basis by personal upgradation of post (It is already in our demand to implement time bound promotion policy upto E7 by personal upgradation of posts)
3. **Hindi translators' promotion case**—many detailed letters have been written to management on this issue, but no serious discussion on this matter has yet taken place.
4. **OPD reimbursement for working spouse**—working spouse have been excluded from MTNL medical OPD scheme. We have been raising this issue for quite some time with logical arguments, but still unsettled.
5. **Diversion of competitive quota to SCF (Seniority Cum Fitness) in Sr Manager posts in Telecom, Civil, electrical and finance**—there is need to fill up the unfilled vacancies in Sr Manager Cadre, a detailed letter has already been written.
6. **Child Care Leave**—CCL ordered by govt has already been implemented in govt departments and PSUs including BSNL, but still undecided in MTNL.
7. **New bench marks of APR grading for promotion in Executive cadres**-MTNL has implemented new bench marks of APR grading for promotion in executive cadres arbitrarily with out discussion with the Association, while old bench marks were decided after detailed discussion with the Association. In spite of the assurance by the management that new bench marks will be reviewed after discussion with the Association, no initiative to resolve the issue has been taken.
8. **Employees Suggestion Scheme**—after long persuasion of this Association, MTNL management implemented the **Employees Suggestion Scheme** and a link was made in MTNL website. But we don't know whether there is any monitoring of this scheme?.

9. **Regular DPC of personal officers (E2 -non technical)**—case is pending for quite some time
10. **MTNL medical policy**—Present medical policy through medical insurance company needs to be changed either to MTNL own medical policy or shifting to CGHS. It needs to be discussed and decided accordingly
11. **Permanent staff number to the SDEs promoted in 2004 and onward-** In DOT SDE was a all India cadre so when JTOs were promoted to SDE they used to get a all India staff number. But in MTNL when JTOs were promoted to SDE they were allotted temporary staff number by prefixing JTO xxxxx. We have already taken up this case to allot the permanent staff number to the officers promoted by MTNL to SDE cadre in synonymity with the staff number allotted to SDEs promoted by DOT. Case is still undecided.
12. **One increment to the officers on regular promotion to Sr Manager who are in E5 grade**—case is pending for a long time but no decision has been taken so far.
13. **Time bound financial upgradation from due date if no case pending on that date, but vig case erupted before DPC**-BSNL has decided the case, but still pending in MTNL for a long time.

We hope your good self will understand the necessity of early settlement of these pending issues to avoid the distraction of officers from their duties because of pending settlement of their legitimate rights. It is the need of the hour to keep our work force motivated and focused to improve their performance for over all performance of the company.

**With warm regards**

Yours sincerely

**(V.K.Tomar )**

**Copy to GM (HR) for information and necessary action pl.**