

TO

Shri Sunil Kumar

Director (HR), MTNL

Corporate Office, New Delhi

Subject: Regarding unfair, arbitrary and uncalled for change in Bench marks for time bound and functional up gradation of executives.

Sir

The bench marks criteria of performance rating in ACR of Executives for time bound and functional up gradation were decided after great deal and long deliberation with all stake holders after the intervention of DOT at the time when MTNL promotion policy was decided in 2007. But, in December 2010, MTNL management changed these bench marks arbitrarily and unilaterally with out taking the views of the Executive Associations and implemented them retrospectively vide CO order NO-MTNL/CO/Pers/BRP "B" PROMOTION POLICY/1(133)/2010/32 dated 08-03-2011. When we raised this issue, Director (HR) assured us to review the new bench marks and asked us to give the views of the Association in writing, which we have already given. New bench marks and their retrospective implementation has deprived many officers from their legitimate right of functional as well financial up gradation in spite of their good/ very good performance, while one was eligible for promotion with three average/good CR grading in old bench marks. But according to new bench marks 4/5 very good grading are required to get promotion. These new bench marks have demoralised the officers, and have become counter productive, affecting the over all performance of the company.

BSNL is still performing with the old bench marks which were decided at the time of formation of executive promotion policy. More over, MTNL has implemented PMS (Performance Management System) with out implementing PRP (Performance Related Pay). These new bench marks could have been accepted if there was PRP implemented in MTNL. Therefore, in the light of above, we request your good self to consider this burning issue in two parts

1. Consider ACRs till 2010-11 with old bench marks for financial as well as functional up gradation of officers
2. Review the New bench marks considering our proposal which has already been submitted to the management.

We hope MTNL management will take positive view in this issue in the interest of company to avoid any litigation and unrest amongst executives.

With warm regards

Yours sincerely

(V.K.Tomar)

Copy to:

1. Shri A.K.Garg, CMD MTNL for n/a pl
2. Shri P.K.Purwar, Director (Fin) for n/a pl
3. Shri B.K.Mittal, ED, Delhi for information & n/a pl
4. Shri Peeyush Agarwal, Ed Mumbai for information & n/a pl