

To

Shri P K Purwar

CMD, MTNL

Corporate Office, New Delhi

Subject: Distribution of SCF and competitive quota as 75-25 instead of 50-50 as interim measure for Sr Manager Promotion till the whole promotion policy of the company is revised in CPSU hierarchy as in BSNL.

Sir

We have already placed our views on above subject vide our letter addressed to Director (HR) on dated 24-06-14. We are once again reproducing our views to increase the SCF quota as below.

MTNL has adopted the DOT promotion policy as MTNL's functional post based promotion policy in all cadres and disciplines. But in today's scenario there is need of change of promotion policy in PSU hierarchy with time bound functional promotion to keep the executives motivated, and attracting & retaining the talent in the company to make it vibrant and profit making.

As per present promotion policy and recruitment rules for the post of Sr Manager, there is 50-50 quota of SCF and competition. With 50% SCF quota, JTOs of 1976 year of recruitment are still waiting for their regular promotion to the post of DE/Sr Manager. This is beyond imagination of anybody in this competitive era where we are competing with private companies which provide very attractive carrier progression to their executives.

In view of above, we have been demanding to change this old promotion policy with one which will be providing faster promotions. Taking the serious adverse impact of this old promotion policy, BSNL has changed the ration of SCF and competitive quota from 50-50 to 75-25 as an interim measure till the new promotion policy is decided in PSU hierarchy . We have also been raising this demand for a long and also discussed with all the concerned officers of corporate office.

Therefore, we request to your good self to consider the ratio 75-25 instead of 50-50 till the new promotion policy is decided. We also request to fill up 75% quota of DE/Sr Manager/EE/CAO post on regular basis in the ensuing SCF DPCs

With kind regards

Yours sincerely

(V K Tomar)

Copy to ;

1. Shri Sunil Kumar, Director (HR) for n/a pl

2. Shri N K Joshi, GM(HR) for n/a pl
3. Shri Pankaj Yadav, GM(Fin), CO for n/a pl