

MTNL EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS, NEW DELHI

[Affiliated to National Confederation of Officer's Associations of Central Govt. PSUs (NCOA)]

ALL CORRESPONDANCE
TO
GENERAL SECRETARY



V.K. Tomar

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Deputy Secretary General, NCOA
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Ref. No. : MEA/CHQ/DEL

DATE : 07-01-2010

To
The Director (HR)
MTNL Corporate office
Jeevan Bharti Bldg. New Delhi.

Subject: Time bound personal up gradation of post with financial up gradation upto E-7 grade.

Sir,

I have to once again reiterate our legitimate demand of personal up gradation of post with financial up gradation up to E-7 as assured in terms and conditions of absorption in 2000. Now, time bound up gradation of post has become the need of the hour not only to attract and retain the best talent in MTNL but also to motivate the existing work force to deliver their best to improve the efficiency and growth of company. Justice M.J Rao committee also felt the need of paradigm shift in pay structure to attract and retain best talent in CPSEs. In MTNL, executives are very much dissatisfied with their promotional avenues. Post based vertical promotions have almost stopped in MTNL, and executives are bound to stagnate in the same cadre for a very long time, which is creating a lot of frustration and demoralization amongst them. Your good self will agree with us that in this changing scenario in telecom sector, we need an ignited mind with lot of enthusiasm to face the stiff competition and market conditions. But growing dissatisfaction and frustration is coming in the way of enthusiasm of hard working executives. Therefore, we request your good self to make a paradigm shift in respect of promotional avenues of executives and consider the personal up gradation of post with financial up gradation upto E-7. This decision will not carry any financial implication. I assure your good self that this decision will make a big difference in the efficiency of company.

With regards

Yours sincerely

V.K. Tomar
(V.K. Tomar)

Copy to:

1. Dir (tech) for n/a pl
2. Dir (fin) for n/a pl
3. ED, Delhi/ Mumbai for n/a pl
4. GM (HR) for n/a pl

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