To

**Shri A.K.Garg**

CMD, MTNL

Corporate Office. New Delhi

**Subject: No external recruitment at E5 and above.**

Sir,

We have already conveyed the decision of our Association that there should not be any external recruitment at E5 and above. The rationale behind this demand is that we have requisite number of officers with desired qualification and experience who are well trained & acquainted with the working of the company to take the leadership position at all level right from Sr Manager to GM . We are already having recruitment rules of Management Trainees at E2 level and the officers at this level are coming with B.Tech/MBA/CA qualification and the departmental candidates are also coming with wide experience and requisite qualification. So, we can’t have the ground to recruit the external candidates in the name of higher qualification and experience at E5 level, because the internal officers are having same qualification and much more experience of telecom sector and company requirements. Moreover, as per terms and conditions of the absorption, promotions upto SG JAG i.e E7 are to be given on time bound basis with personal upgradation of post .

At the time of absorption process in Oct 2002, a meeting with Chairman (Telecom commission) was held in which Member (Services), Dir (HR), MTNL, Advisor (HRD), DDG (Estt) Dot and other officers of MTNL and DOT were present, and in this meeting it was agreed that there will be no lateral entry above E2 level.

**But in spite of the above facts, MTNL is going ahead with external recruitment at E5 level through competitive exam which is scheduled to be held on 4th March. We strongly demand to stop the external recruitment in this exam; otherwise we will be left with no option but to resort to all available means to stop external recruitment.**

We hope MTNL management will understand the growing discontentment of executives and will stop the external recruitment at E5 and above.

**With kind regards**

 Yours sincerely

 **(V.K.Tomar)**

**Copy to:**

1. Shri S.P.Pachauri, Dir (HR) for n/a pl.
2. Shri Kuldip Singh, Dir (Tech) for n/a pl
3. Ms. Anita Soni, Dir (Fin) for n/a pl.
4. Ms. Rajni Taneja, GM (HR) for n/a pl.