

MTNL EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS, NEW DELHI

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

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Ref. No.: MEA/CHQ/DM/ *CMD*

DATE: *09-07-15*

To
Shri N K Yadav
CMD, MTNL
New Delhi

01 Copy

Subject: Nonexistence of Recruitment Rules (Promotion Policy) in MTNL for Marketing/HR/Legal/CS cadres recruited since 2003

Sir,

MTNL started recruiting specialist officers in the above streams in the year 2003 and since then have recruited two more batches in 2005 and 2009. However even after 12 long years, Recruitment Rules (Promotion Policy) have not been framed for the above cadres. Therefore, the eventual status is that the 2003 batch still remains an Assistant Manger (Entry level) along with the 2009 batch, the latter batch even completing 5 years in office.

It is nothing less than a brute irony that the highest academically qualified i.e. Post-Graduate cadres recruited by MTNL does not have a career progression / path in this organization, where they have been relentlessly and tirelessly serving.

A sense of hopelessness and extreme de-motivation has been seeping in their outlook and attitude, hence justifiably the attrition rate amongst them is at its peak and will continue so until an equal opportunity of career progression similar to the other cadres are not extended to them.

Moreover, MTNL's lackadaisical approach to HR policies does not augur well for the company as an organization, which takes pride in transparency and envisions to be a Global Telecom Operator.

It is our earnest and sincere request to your good-self to kindly look into the matter and resolves it at the earliest.

With warm regards

Yours sincerely

[Signature]
(V K Tomar)

Copy to:

- 17/07/15*
1. Shri Sunil Kumar, Director (HR) for n/a pl
 2. Shri P K Purwar, Director (Fin) for n/a pl

[Signature]

[Signature]
13-7-15

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P.S. to C.M.D.
MTNL CHQ/MTNL/MTNL