

O.C.

# MTNL EXECUTIVES' ASSOCIATION

## CENTRAL HEAD QUARTERS, NEW DELHI

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

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PRESIDENT

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**V.K.TOMAR**

SECRETARY GENERAL

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Ref. No.: MEA/CHQ/DW/ *26/6/14*

DATE: *24-06-14*

To

*26/6/14*

Shri Sunil kumar

Director (HR), MTNL

Corporate Office, CGO, New Delhi

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

Sir,

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 this 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 a vibrant and profit making.

As per present promotion policy and recruitment rules for the post of DE/ CAO/EE/Sr Manager, there is 50-50 quota of SCF and competition. With 50% SCF quota, JTOs of 1978 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 ratio 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. Our ex CMD Shri A K Garg was also in agreement for the same, but matter lingered on for one reason or the other. Now when BSNL has issued the orders in this respect, we request 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. BSNL orders of 75-25 quota are attached here with for your ready reference.

With kind regards

Yours Sincerely,



(V K Tomar)

Copy to:

1. Shri P K Purwar, Director (Fin) for n/a pl
2. Shri Deepak Chanduka, GM (HR) for n/a pl
3. Shri B K Mittal, ED, Delhi for infn & n/a pl
4. Shri Peeyush Agarwal, ED Mumbai for inf & n/a pl

*Handwritten note:* 24.6.17



(A Govt. Of India Enterprise)  
(Pers.I Section)  
4<sup>th</sup> floor, Bharat Sanchar Bhawan, New Delhi

No. 400-212/2012-Pers.I

dated: 23-01-2014

To,

All Heads of Telecom Circles/  
Metro Districts/Maintenance Regions/  
Projects/Stores/BRBRAITT/ALTTC.  
All other Administrative Units,  
Bharat Sanchar Nigam Limited

**Subject: Distribution of posts at DE/AGM level in Telecom Operations under Schedule IA of BSNL MSRR-2009 - intermediate arrangement till a review of HR Plan by BSNL Board.**

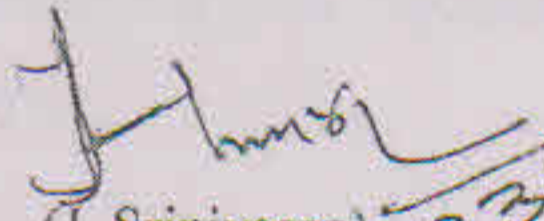
This has reference to BSNL MSRR-2009 issued vide no.400-106/2007-Pers.I, dt.14<sup>th</sup> July, 2009 and its amendment till date. Para 1 of the Schedule IA under the RRs, so far as it relates to Telecom Operations, prescribes the quota of feeder grades, viz., SDEs and MTs, in the filling the DE/AGM level posts. The prescribed quota is 50:50 for the two feeder grades.

As an interim measure, till the review of the impending HR Plan by the BSNL Board, it has been decided to redistribute the DE/AGM level posts in the following manner:-

S.No	Streams	Total posts at STS	Seniority quota	MT Quota	
1.	Telecom	5303	3978	1325 (25%)	
				Internal	External
				663	662

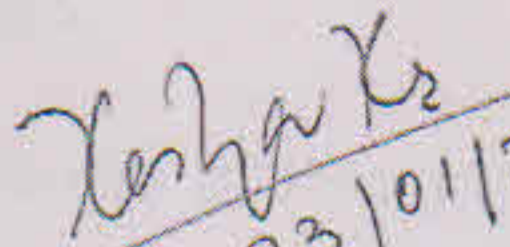
The posts at DE/AGM shall be populated accordingly through promotion and recruitment as the case may be, till further order. To that extent, this arrangement will supersede any other RRs for the time being.

This has the approval of competent authority.

  
(J. Srinivasan) 23/01/14  
Asstt. General Manager (Pers.I)

Copy to:-

- 1) The PPS to CMD, BSNL/ all Directors, BSNL Board.
- 2) All Executive Directors, BSNL C.O., New Delhi
- 3) The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O.
- 4) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 5) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 6) Spare copy/Order Bundle.

  
23/01/2014  
(Keshav Kumar)  
Deputy Manager (Pers.I)  
Tel: 23765353