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MTNL EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS, NEW DELHI

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

ALL CORRESPONDENCE
TO GENERAL SECRETARY



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

DATE *08-10-13.*

To

Shri A.K. Garg — *21/10/13*

CMD, MTNL

Corporate Office, New Delhi

9-10-13
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Subject: Non availability of promotion channel of AM (HR)/Mktg/legal/CS in MTNL

Sir,

As you know that the issue in subject has been discussed many times with all levels in MTNL including your good self, but no solution has been given to address the genuine grievances of these MTNL recruited officers in very important disciplines of HR, Mktg, legal and Company secretary. About 10 years have passed but MTNL has not finalised the promotion policy for their promotion to next cadre.

It is very ironical that with out deciding the carrier progression of officers in HR, Mktg/ legal & CS, recruitment has been made at the entry level officers and again with out finalising the promotion policy of these officers, fresh recruitment is being planned.

If these officers do not know their future in the company, than how will they concentrate on their duties and responsibilities? Many of officers of these disciplines have already left company because of uncertainty of their future in MTNL. Condition in other disciplines like Telecom/Fin is also not satisfactory, there also newly recruited officers have left company. So before going for further recruitment in these cadres, we request your good self to stream line the promotion policy.

As we have already suggested time bound functional promotion by personal up gradation of post upto E7 as assured in terms and conditions of absorption is the solution of all problems, because it can avoid all court cases related to seniority and competitive quota/ SCF quota etc. More over, in case of promotion from E2 to E3 in all disciplines, we have to say that there is no need of post base promotion, because officers in E2, E3 & E4 have to do almost same type of job.

Therefore, in view of the growing discontentment amongst the officers, we demand to scrape the E3 recruitment rules in all disciplines and give functional promotion on time bound basis with financial up gradation by personal up gradation of post. It will address the issue of above mentioned disciplines also. And a committee be constituted to decide on our demand of time bound functional up gradation by scraping E3 and E5 RRs.

With kind regards

Yours Sincerely



(V.K.Tomar)

Copy to

1. Shri Sunil kumar, Director (HR) for n/a pl
2. Shri P.K.Purwar, Director (Fin) for n/a pl
3. Shri Deepak Chanduka, GM (HR) for n/a pl

