

To

**Shri Sunil Kumar**

Director (HR), MTNL

Corporate Office, New Delhi

**Subject:** Filling unfilled competitive quota in Sr Manager Cadre in all disciplines through SCF (Seniority cum Fitness) on regular basis for succession planning and improvement of company's performance---an emergency situation has arisen

Sir

As you know that as per Sr Manager Recruitment rules, 50% posts of SM are filled up through SCF (Seniority Cum Fitness) from amongst our own officers at DM/Manager level and 50% posts from competitive quota(25% internal and 25% external). We are very thankful to the management that 50% SCF quota is being filled up on regular basis for quite some time. But the officers who are promoted against SCF quota get their regular promotion at the verge of their retirement when they don't have sufficient length of service to pull and push the system to bring required changes and results to improve the performance of the individuals and company as a whole. More importantly they do,nt have requisite length of service to be eligible for promotion to DGM. Now there will be no ITS officers to manage the DGM level post in near future and after few years even their will be dire need of GM level officers. Now MTNL management need to make serious efforts about building its own management from amongst its own officers who are having skill and expertise in telecom as well as long experience of working in MTNL.

If the unfilled competitive quota is filled up from amongst our own officers, who are looking after these posts, through seniority cum fitness, we will be able to get some young and qualified officers in Sr Manager Posts, who will have sufficient length of service to be promoted to the post of DGM after 4 years, otherwise MTNL will not have any DGM level officers before 8/9 years even if direct recruitment is made at Sr Manager level.

All the officers who are looking after against the competitive quota are in E5 grade and have got only one functional promotion in 30 years length of service. We have failed to understand that if there is no financial implication in giving them regular promotion and posts are available and about 300 posts of executive shall fall vacant every year because of huge retirement , why management is not making regular promotion against these vacant posts in the interest of the officers and the survival of the company.

Today, MTNL is passing through a very critical condition and struggling to get revived. We whole heartedly appreciate the sincere and untiring efforts of MTNL board under the able leadership of Shri AK.Garg, CMD, MTNL to get MTNL revived. We are of firm opinion that the decision of filling these unfilled post of competitive quota from amongst our dedicated and experienced young officers, will help certainly help in getting the company's performance improved which is the need of the hour.

**Therefore, we request MTNL management to fill up the vacant posts through SCF to prepare succession plan for the smooth and effective performance of the company. We assure our full support and cooperation in getting the company revived and survived.**

With warm regards

Yours sincerely

**(V.K.Tomar)**

Copy to:

1. Shri A.K.Garg, CMD, MTNL for n/a pl
2. Shri P.K.Purwar, Director (fin) for n/a pl
3. Shri Peeyush Agarwal, ED Mumbai for n/a pl
4. Shri B.K.Mittal, ED, Delhi for n/a pl
5. Mrs Rajni Taneja GM (HR) for n/a pl