

**Joint Forum of Executives' Associations of MTNL  
Central head Quarters, New Delhi**

Ref. No—JF/Delhi/09/02

Dated—12-03-2009

To  
The Director (HR), MTNL  
New Delhi-110001

**Subject: Regarding RRs of Sr. Managers at E5 Level.**

Ref no. 1. Team/Delhi/2008-09- Dated—  
2. MEA/MTNL/Delhi/2008-09- Dated —  
3. MTNL/CO/HR/RR (E5)/2008/55 Dated 07/02/09

R/Sir,

In reference of the RRs circulated by the MTNL corporate office vide order No as referred, regarding recruitment of Sr. managers at E5 level, Executives' Associations have already submitted their resentment on the subject. MTNL management took unilateral decision, and released said RRs in a hasty manner without discussing the matter with the Associations, whereas MTNL management during earlier discussions had assured that before finalizing the RRs, it would be first discussed in length with the Associations, and their view points and suggestions will be taken into account. But, it is unfortunate to say that on such an important and vital issue, management took unilateral decision. There is a strong resentment amongst the executives. We have got several suggestions & view points in the matter, which are as under.

1. No external recruitment for 25% quota, as large no of experienced & well qualified executives are available in MTNL.

2. Total 50% competitive quota should be filled up through LDCE only.
3. There should not be any age limit for appearing in LDCE.
4. The educational qualification for recruitment of Sr.Management trainees through LDCE should be based on as per our previous RRs for the post of E2 i.e BE/Bsc/BA/diploma/MBA/CA etc.
5. There should not be any interview and selection should be purely on the basis of LDCE.
6. New RRs should be effective from the prospective date , and all the vacancies of E5 posts for the retrospective period should be filled up on seniority cum fitness basis only.
7. Experience should be 4 years for all irrespective of educational qualification.

**In the light of above, we request your good self to keep the notified Sr management RRs at hold, and form a committee comprising members from management and Associations, so that a detailed discussion can take place to arrive at a mutual understanding on RRs.**

**With Regards**

Yours truly

  
(A.K.Kaushik )  
GS, TEAM

  
( V.K.Tomar)  
GS,MEA

**Copy to : GM(HR) for n/a please.**