



# MTNL EXECUTIVES' ASSOCIATION

Central Headquarters, New Delhi

(Registered under the Trade Union Act 1926, reg no-ALC/Karyasan-17/9715)  
[Affiliated to National Confederation of Officers' Associations (NCOA)]

**P.N. VASANE**  
President

website-www.meachq.in

**V.K. TOMAR**  
General Secretary  
National President, NCOA

Ref. No.: MEA/CHQ/ *Pin (HR)/Promotion Policy*

DATE: *14-11-2017*

To

**The Director (HR)**

MTNL, Corporate Office

New Delhi

*01 Copy*

**Subject:** Time bound functional promotions in CPSU hierarchy as per terms & conditions of absorption of officers from DOT to MTNL...BSNL management committee approval is attached for reference.

Sir

As per clause no 2.(xii) of terms and conditions of absorptions of the officers from DOT to MTNL on permanent basis, the promotion avenues offered were as follows

"Promotion of the officers will be made time bound by personal upgradation of posts upto the level of JAG selection grade and beyond JAG selection grade the same will depend upon availability of posts and their suitability and selection for promotion which will be uniformly evaluated in the various streams of discipline. The average eligibility period for promotion from one grade post to the next higher grade will vary between 4 to 6 years upto the level of JAG selection grade and beyond that as already mentioned above, the same will be dependent on the selection process and availability of vacancy"

Because of this offer of promotion, officers, who were stagnating in the same cadre for decades together with the DOT post based promotion policy, took absorption in MTNL with the hope that promotion avenues in MTNL will be faster as per the offered terms and conditions of absorption. MTNL also recruited young talented officers with the qualification of Btech, MBA & CA in different streams of MTNL, and the candidates from good institutions joined in MTNL with high hopes that their carrier progression will be bright in this company which is operating in two capital cities of India. But after 17 years of absorption of officers in MTNL, Management is continuing with old DOT post based promotion policy and officers are still stagnating in same cadres for decades together, which is very frustrating and demoralizing for them, and because of this poor carrier progression, a large number of young talented officers have left MTNL. This is in spite of the fact that during our absorption process, DOT stated before the court that any modification in absorption conditions & rules shall be by improvement only.

This growing frustration and demoralization amongst officers because of poor carrier progression is losing the enthusiasm, positivity and creativity of the hard working talented officers which in turn reflects in their

**Correspondence Add-** Room No-555 Kidwai Bhawan, Janpath New Delhi-110001,

**Mob-** 9868133336, **Off-** 01123314320, **fax-** 01123311830

**Email—** gsmtnlea@yahoo.com, vinodtomar63@gmail.com

performance and company performance also. We have been raising and discussing this issue since 2004 when absorption practically took place. There were instances in the past when management took initiatives to stream line promotion prospects as per terms and conditions of absorption, but because of one reason or other things could not be materialized and in the recent past when we discussed this issue with the management, we were asked to wait till the outcome of BSNL process in this regard.

Now I take this opportunity to bring to your kind notice that BSNL has taken one step in this direction and the BSNL management committee has approved the proposal of Time bound function promotion upto AGM level by re-designating all cadres in CPSU hierarchy. I therefore, request your good self to start the process to implement the promotion avenues offered in terms and conditions of absorption in May 2000, so that a channel can be opened to the officers to reach to the highest level position of the company as in other CPSUs, which will be in the interest of the company.

With kind regards

Yours sincerely

  
(V K Tomar)

Copy to:

1. CMD, MTNL for n/a pl
2. Director (Fin) for n/a pl
3. Director (Tech) for n/a pl
4. ED, Delhi for n/a pl
5. ED, Mumbai for n/a pl
6. GM(HR) for n/a pl

21/3/2017  
15/11/17  
22/10/17  
15/11/17  
अ. एवं प्र. वि. के निजी सचिव/PG to CMD  
महोदय, निम्न कार्यलय/MTNL Corporate Office  
इकी भविष्य, मन्मथपुरा नगरपालिका, राधान  
5th Floor, Manmthpur Dorsanchar Sadan  
9, मन्मथपुरा, काठमाडौं, काठमाडौं-11003  
9 G.G.O. Complex, Lodhi Road, New Delhi-110003