

# Proposal of Comprehensive Promotion Policy Based on CPSU Promotion System

TEAM proposes comprehensive promotion policy of MTNL based upon best practices of CPSU promotion policies. The underlying aim of policy proposal is to align MTNL promotion system with growing business needs and also meet the challenges ahead.

## Background:

1. Mahanagar Telephone Nigam Limited was formed by carving out Mumbai and Delhi Operations of the then Department of Telecommunications.
2. Group C&D Employees working in Bombay Telephones and Delhi Telephones were absorbed in MTNL w.e.f 01.11.1998 and Group 'B' Officers were absorbed in MTNL w.e.f. 01.10.2000 as per the terms and conditions set out in the offer document.
3. With the absorption of Group C&D employees and Group B Officers in MTNL, the classification of the posts has been changed to Non-Executives and Executives.
4. However, the present promotional avenues in the executive cadre of various streams including personal staff (Hindi officers & stenographers) have not been framed properly. Hence the existing multilevel promotional policy is bringing demotivation/frustration amongst the executives.
5. It was felt that a new mechanism of promotional avenues for executives needs to be evolved so that all the executives belonging to the various streams will not only being benefitted equally but the policy should keep the level of motivation.

We, therefore, propose the following promotion policy:

## Proposed new promotion policy for executives

1. It is proposed that the multitier promotional system should immediately be abolished and single time-bound post based promotional system for all the streams should be adopted immediately.
2. The entry at the executive cadre should be at E-2 level only and there shouldn't be any kind of lateral entry up to E-9.  
The entry of executives at E-2 level shall be made in ratio of 1:2 i.e. one from department and two from open market. It is proposed that the promotion from E-2 to E-7 must be post based time-bound and it shouldn't be merely a financial upgradation. The present practice should immediately be stopped. This was already offered to the executives by DOT and based on which the officers of DOT took absorption in MTNL. Moreover, this is already in existence in MTNL for the Gr. A officers those who have been recruited by MTNL and absorbed in MTNL from DOT. This will not only motivate the executive but also control the attrition rate in executive cadre in MTNL (which is presently more than 50%).
3. The promotion to the post of E-8 and E-9 can be given on the basis of availability of vacancies in the grade of E-8 and E-9 i.e. GM and PGM/CGM.
4. The post based time bound promotion as well as the vacancy based promotion shall be based on Comprehensive assessment of the performance based criteria only. Hence, it is suggested that the present promotion through LICE at E-3 as well as at E-5 should immediately be withdrawn/ scrapped.

It is proposed that the present period of time-bound post based promotion should be reduced from 5 years to 4 years so that an executive who enters at



