

Telecom Executives' Association of MTNL

CENTRAL HEAD QUARTER

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To,
Director (HR) MTNL,
Corporate Office, Jeevan Bharti Building,
Connaught Place, New Delhi-110001.

Subject: Provision of recruitment of Senior Management Trainee (E-5) are detrimental to the carrier prospects of JTOs(E-2) and SDE (E-3).

Sir,

- 1) In MTNL, the recruitment rules of various executive cadres are formed and circulated for implementation to the detriment of E-2 & E-3 carrier irrespective of disciplines they belong to, For example, the provision of recruitment of Senior Management Trainees (E-5) are so framed that the same will subsequently block the prospect of the promotion of SDEs/AOs (E-3) to DEs/CAOs (E-5), resulting into the impairment of the vertical mobility (i.e. promotion) of E-2 to E-3 in turn. It must be noted that for JTOs (E-2) the immediate next promotion is to E-3 and for E-3, this is only to E-5.
- 2) Virtually the 50 % of E-5 posts are being taken away from the serving executive cadres (E-2 & E-3), because the 25 % quota which is apparently marked for internal candidates are beyond the reach of the existing E-2 & E-3 thanks to the minimum qualification and maximum age limit prescribed. MTNL management is all along reluctant to hold DPC for promotion of E-3 to E-5 through S.C.F method and thus 50 % quota for internal candidates for promotion to E-5 through S.C.F is almost redundant. Thus the same total of net effect is that there will be only intake from the external source denying promotion from the existing executive cadres who have been stagnating for very long period.

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- 3) If the composition of existing JTO cadre is considered, the minimum qualification for recruitment for out side quota is BSC (Ist class) or so. For departmental quota, qualification is still less. Thus vast majority (more than 90%) of the JTOs will be taken as not eligible even for application purpose. JTOs of 1993 year of recruitment are still awaiting their 1st promotion to SDEs(E-3), likewise, JTOs of 1975 year of recruitment who have since been promoted to SDEs in 1993/1994 are still awaiting their promotion to DEs (E-5). From this , it is not difficult to have clear picture of the present age profile of JTOs and SDEs. Vast majority of them will not be eligible for appearing in the examination for recruitment of Senior Management Trainees.
- 4) Thus it is quite apparent that rules framed for recruitment of Senior Management Trainees , on both account of minimum eligible qualifications and maximum eligible age, are seriously detriment to the promotion prospects of existing E-2 & E-3 executives cadres who are predominantly absorbees in MTNL for DOT services.
- 5) We would request the corporate management to take the assurances mentioned in the terms and conditions of absorption in view and recast the concerned Recruitment Rules accordingly. Then only , the rules should be put to implementation, otherwise the executive cadre will be very much frustrated. Hence the present RR of E-5 may kindly be put on hold and cancel the ensuing competitive examination.

With regards

Yours sincerely



(A.K.Kaushik)

General secretary

Copy to: 1) CMD MTNL for information and necessary action please.

2) Dir (Finance) MTNL for information and necessary action please.

3) GM (HR) corporate office MTNL for information and necessary action please.

4) Office copy