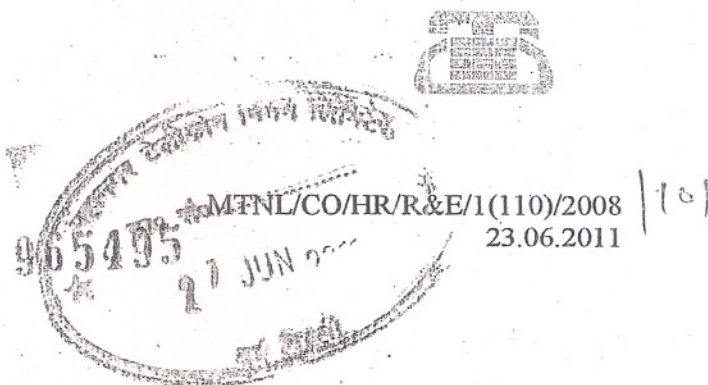


महानगर टेलीफोन निगम लिमिटेड

निगम कार्यालय

MAHANAGAR TELEPHONE NIGAM LIMITED
Corporate Office




The GM (Admn.)
MTNL Delhi/Mumbai

Sub: MTNL Recruitment Rules for Promotion of Assistant Manager (Telecom) (E2) to Deputy Manager (Telecom) (E3), 2011.

MTNL Board in its 271st meeting held on 12.05.2011 has approved "MTNL Recruitment Rules for Promotion of Assistant Manager (Telecom) (E2) to Deputy Manager (Telecom) (E3), 2011" - Increasing the Quota for Promotion through Limited Internal Competitive Exam (LICE) from 25% to 33%. Copy of the same is enclosed for wide circulation and information of all concerned.

To be eligible for the LICE and promotion through SCF, the candidate must have completed 3 years of regular service in E 2 grade excluding training period.

These rules shall come into force from the date of approval by the Board i.e. 12.05.2011.


(Kulwant Chand)
DGM (Pers)

Encl.: As above.


Copy to:

1. PS to CMD for kind information of CMD
2. Dir (HR)/ Dir (Technical)/Dir (Finance)
3. ED Delhi/Mumbai/WS
4. Jt. GM (HR)/Jt. GM (Fin.)
5. DGM (Accounts)/Corporate Office
6. Company Secretary - for ATR.
7. Notice Boards

Enclosure No. STR/E-2 to E-3/Recd/2011/2 dt 2-07-2011

Copy to:-

1. O.S.D. to ED, MTNL Delhi Unit & ND
2. ED (WS) MTNL, ND
3. P.S.M(D). 4. P.S.M(O)
5. All G.M./C.E (BW) I & II / C.E (E)


2/7/11
सहायक प्रबंधक (भर्ती)
असि. मैनेजर (Recd.)
महानगर टेलीफोन निगम लि. (M.T.N.L.)
K.L. Bhawan, New Delhi-50
कलश भवन, नई दिल्ली

MAHANAGAR TELEPHONE NIGAM LIMITED

MTNL RECRUITMENT RULES FOR PROMOTION OF ASSISTANT MANAGER (TELECOM) (E2) TO DEPUTY MANAGER (TELECOM) (E3) -2011

1. Title and Commencement:

- 1.1** These Rules shall be called as "MTNL Recruitment Rules for Promotion of Assistant Manager (Telecom) (E2) to Deputy Manager (Telecom) (E3) - 2011".
- 1.2** These Rules shall be applicable to all regular Officers of the Company in Telecom stream in E-2 scale of pay including those who are on deputation to MTML, UTL etc.
- 1.3** These Rules shall come into force with effect from the date of notification i.e. 12.05.2011.

2. Definition:

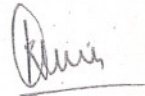
- 2.1** **Company** means the Mahanagar Telephone Nigam Limited, a Govt. of India enterprise, having its Registered Office at 124, Connaught Circus, Jeevan Bharti Building, New Delhi - 110001.
- 2.2** **Board** means the Board of Directors of MAHANAGAR TELEPHONE NIGAM LIMITED and includes, in relation to the exercise of powers, any committee of the Board / Management or any officer of the Undertaking to whom the Board delegates any of its powers.
- 2.3** **LICE** means Limited Internal Competitive Examination.
- 2.4** **SCF** means Seniority cum Fitness.

3. Scope:

The scope of these rules is to provide promotional opportunities to eligible executives in AM (Telecom) stream in the pay scale of E-2 to become DM (Telecom) in E-3 pay scale.

4. Number of posts/Vacancies:

The Units shall assess the requirement and intimate to Corporate Office the vacancies in DM (Telecom) cadre for final review and approval. The approved vacancies Unit-wise shall be notified for filling up.



5. Method of Recruitment:

The notified vacancies shall be filled up by internal eligible candidates through promotion as follows:

- (i) 67% of total vacancies shall be filled up through SCF.
- (ii) 33% through LICE.

6. Eligibility/Work Experience:

- a. **For SCF:** Officers must have at least 3 years of work experience in E-2 grade as regular AM (Telecom) on the crucial date applicable in the relevant DPC process, and meet all DPC criteria.
- b. **For LICE:** Officers must have at least 3 years of work experience in E 2 grade as regular AM (Telecom) on the crucial date stipulated in the relevant examination notification.

7. Pay Scale and Designation:

The Officers promoted, through SCF / as per merit in the LICE, shall be placed in the IDA pay scale of Rs.24, 900-50,500 (E-3). They shall be designated as DM (Telecom).

8. Job description:

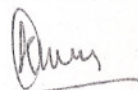
The DMs so promoted through SCF / LICE shall perform all the duties and responsibilities assigned by Management from time to time in Planning / Installation / Maintenance / Operation and Support Systems of Telecom / Technical Wings such as Switching / Transmission / Wireless / Radio / Internet and Broadband / IT / GSM / WLL / 3G / VAS / External Plant / Acceptance Testing / Battery and Power Plant etc. and may also be asked to work in other fields such as HR/Marketing etc as per the requirement.

9. Probation:

On promotion as DM (Telecom), these executives shall be placed on probation for a period of two years in E-3 scale.

10. Place of Posting:

Upon promotion, the Officer shall be liable for transfer to Delhi, Mumbai or to any place falling in the operational area of MTNL (Subsidiary/Joint Venture Companies etc.) in the interest of the Company as per the policy of the Company.



11. Seniority:

11.1 For LICE: The seniority among the group of executives promoted as DM (Telecom) through LICE shall be determined on the basis of marks obtained in the LICE.

11.2 For SCF: The seniority among the group of executives promoted as DM (Telecom) through SCF shall be in the same order as that in their previous cadre, i.e, AM (Telecom)

11.3 The inter-se-seniority between the two groups of executives promoted as DM (Telecom) shall be:

- (i) Whenever LICE and SCF are both carried out then executives promoted through LICE shall rank en-block junior to the executives promoted through SCF in that particular year.
- (ii) Whenever, LICE is not conducted and promotions in that year is only through SCF then the seniority will be as per Clause 11.2.
- (iii) Whenever, SCF is not conducted and promotions in that year is only through LICE then the seniority will be as per clause 11.1.

Further, the seniority mentioned above will be based on the examination or DPC conducted by the Company under its prerogative and will neither depend on year of recruitment nor year of vacancy etc.

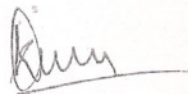
12. Reservations:

The reservation shall be as per the instructions of Govt. of India, issued from time to time.

13. Composition of Departmental Promotion Committee:

For promotions through SCF, the Composition of Departmental Promotion Committee shall be as follows:

1. One Officer not below the rank of GM – Chairman.
2. Two Officers not below the grade of E-5 including one SC/ST representative – Members.
3. One Officer in E-3 grade from HR Unit as member/Convener.



14. Savings:

- 14.1** The Company reserves its right to modify, amend or cancel any of provision mentioned in the recruitment rules without notice.
- 14.2** After notification of these recruitment rules, promotion from E-2 posts to E-3 posts in telecom stream shall be performed strictly in accordance with the guidelines prescribed in the recruitment rule implying thereby that past cases shall not be opened and no weightage shall be given to results of any past examination.
- 14.3** It shall be the prerogative of the company to fill the vacancies either through DPC or through LICE or through both and the seniority will be decided as per clause 11. The seniority will neither depend on year of recruitment nor on year of vacancy.
- 14.4** In case of difficulty in interpretation of any provision of the recruitment rules, the interpretation of CMD shall be final and binding.
- 14.5** CMD shall have the power to relax/modify/amend any provisions of the recruitment rules to mitigate any hardship in any individual case or where the organizational interest so warrants.
- 14.5** In respect of matters, which are not covered in the above rules, specific references may be made to Corporate Office for taking decision.

