

# Telecom Executives' Association of MTNL

## CENTRAL HEAD QUARTER

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No. TEAM/CHQ/MTNL/CO/SMT/2014-15/102  
TO,

Dated : 05.05.2015

CMD , MTNL

Door Sanchar Sadan,

CGO Complex, New Delhi.

Subject : **Implementation of DOP&T guidelines regarding DPC in true Spirit.**

Reference : **DOP &T OM No. 22011/1/2014 – Estt.(D) dt. 14-11-2014.** (Enclosed)

Sir,

From long back we are observing that MTNL management is always trying either to avoid the implementation of any order issued from Govt. of India or to delay it inordinately. Repeatedly, we had pursued to hold the DPCs in all cadres for all the vacant posts in respective cadre, but MTNL management always failed to hold the DPCs in time. Approach of MTNL management towards holding the DPCs is negligent and callous in nature. Huge numbers of eligible executives are available in each cadre and waiting for their regular promotion, sufficient numbers of vacant posts are available even then either DPCs are being delayed or denied. We do not know the intention of management behind this. **“Is there any hidden agenda of the management that these absorbed executives should not be awarded any vertical promotion even though they are eligible and in fact , many of them are already in promotional grade due to lateral promotion and thereby vertical promotion will not invite any financial implication.”**

**The glaring example is of non-holding of DPC from SDE to DE wherein the screening work was already completed in the month of Nov.2014 but the DPC couldn't be held till date on one pretext or the other. Similarly, the case of JAO's to AO's DPC which is pending since July 2011.**

The OM under reference issued recently by DOP&T regarding holding of DPCs states inter-alia :


**“According to legal opinion also it would not be in order if eligible employees, who were in service when the DPC is being held , are not considered while preparing year wise zone of consideration/panel and , consequently , their juniors are considered (in their places) , who would not have been in the zone of consideration if the DPCs had been held in time . This is considered imperative to identify the correct zone of consideration for relevant year(s). Names of the retired officials may also be included in the panel(s).”**

The intention of this OM is very clear and that the process of DPC should be started well in time so that these executives who are not far away from their superannuation can be considered for promotion to avoid further complication.

Therefore, we request your good self kindly to look into the matter and instruct HR unit to hold all the pending DPCs in each cadre without any delay so that executives can get their legitimate right of promotion and in turn feel motivated and work for betterment of the organization.

With regards,

Yours sincerely



( A. K. Kaushik)

General Secretary

Copy to:-

1. Director(HR) for information and necessary action pl.
2. Director(Finance) for information and necessary action pl.
3. GM (HR) for information and necessary action pl.



**NO. 22011/1/2014-Estt(D)**  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**(Department of Personnel and Training)**

North Block, New Delhi - 110001  
Dated- 14<sup>th</sup> November, 2014

**OFFICE MEMORANDUM**


**Subject: - Inclusion of eligible officers who are due to retire before the likely date of vacancies, in the panel for promotion-Regarding.**

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The undersigned is directed to invite reference to the Department of Personnel and Training Office Memorandum No. 22011/4/98-Estt(D) dated October 12, 1998 regarding consideration of retired employees who were within the zone of consideration in the relevant year(s) but are not actually in service when the DPC is being held. The said OM provides as follows:-

".....There is no specific bar in the aforesaid Office Memorandum dated April 10, 1989 or any other related instructions of the Department of Personnel and Training for consideration of retired employees, while preparing year-wise panel(s), who were within the zone of consideration in the relevant year(s). According to legal opinion also it would not be in order if eligible employees, who were within the zone of consideration for the relevant year(s) but are not actually in service when the DPC is being held, are not considered while preparing year-wise zone of consideration/panel and, consequently, their juniors are considered (in their places), who would not have been in the zone of consideration if the DPC(s) had been held in time. This is considered imperative to identify the correct zone of consideration for relevant Year(s). Names of the retired officials may also be included in the panel(s). Such retired officials would, however, have no right for actual promotion. The DPC(s) may, if need be, prepare extended panel(s) following the principles prescribed in the Department of Personnel and Training Office Memorandum No.22011/8/87-Estt.(D) dated April 9, 1996."

2. Appointment Committee of Cabinet has observed that DPCs often do not consider such eligible officers who are retiring before the occurrence of the vacancy in the panel year. These undesirable trends negate the very purpose of the above said Office Memorandum No. 22011/4/98-Estt(D) dated October 12, 1998 and it is also against the principle of natural justice.
3. All the Ministries/Departments are therefore advised to ensure strict compliance of the instructions of the Department of Personnel & Training issued vide this Department's OM No. 22011/4/98-Estt(D) dated October 12, 1998.
4. These instructions may please be brought out to the notice of all concerned including attached and subordinate offices.

  
(S.K. Prasad)

Under Secretary to the Govt. of India  
Tele. No. 23040340

**All Ministries/Departments of the Government of India.**