

# Telecom Executives' Association of MTNL

## CENTRAL HEAD QUARTER

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No. TEAM/CHQ/MTNL/CO/2015-16/105

Dated : 28.05.2015

To

Sh. Sunil Kumar,  
Director (HR),  
Mahanagar Telephone Nigam Limited,  
C.G.O. Complex, New Delhi.

**Subject :- Inordinate delay in holding of DPCs of absorbed executives.**

Ref. No. :- Letter no. MTNL/CO/Pers-II/DPC/General/2012-13/1108 dt. 25-05-2015.

R/Sir ,

With regard to the subject under reference for holding of DPCs for the calendar year 2015, we want to submit the following :-

1. We observe that the HR section of the corporate office itself is not following its own schedule in respect of holding of DPCs of executives in true spirit.
2. The MTNL corporate office had issued DPC calendar for year 2014 too in the month of Jan. 2014 vide letter no. MTNL/CO/Pers. II/DPC/General/2012-13/792 dt.18-01-2014 against DPC calendar for Executive-2014 in which first 14 nos. of DPCs were scheduled for absorbed executives. **But it is very unfortunate that except two DPCs viz. from DE to DGM (Telecom) and CAO to DGM (Finance) stated at sl. no. 10 & 11 in DPC calendar-2014, none of the DPCs were held in the year, 2014 for absorbed executives.**
3. Even the DPCs pertaining to calendar-2014 for e.g. (i) from JTO to SDE, (ii) from SDE to DET and (iii) from AO to CAO at sl. no.4, 8 & 9 respectively which were completed from field units Delhi and Mumbai with all sincere efforts and Screening Reports sent long back could not be materialized in HR section.
4. This callous and negligent approach of HR section is creating frustration amongst the executives. Moreover, a false, frivolous and hypothetical picture of HR section is formed in the minds of executives.

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Sir, you will be surprised to note that the DPC's related to senior executives sitting in the HR Cell have never been delayed. Perhaps it happened so because the executives belongs to HR cell, otherwise the absorbed Sr Executives are also suffering the same way, we are suffering.

Therefore, your goodself is requested to kindly direct the GM (HR) to complete the DPC process for all those cadres, whose screening report as well as vigilance clearance report have already reached in the HR section of Corporate Office and issue the promotion orders without any further delay.

With Regards,

Yours sincerely,



(A.K. Kaushik)

General Secretary

Copy to:-

1. Sh. P.K.Purwar, CMD, MTNL, for kind information and necessary action please.