

**UNITED FORUM OF MTNL UNIONS ASSOCIATIONS,
DELHI & MUMBAI
[Delhi Unit]**

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**Ref. No. UFOM/2014-18
Date : 23/04/2018**

To
Shri P.K.Purwar
Chairman & Managing Director
Mahanagar Telephone Nigam Limited
Door Sanchar Sadan, 5th.Floor,
9, C G O Complex, Lodgi Road
New Delhi – 110003

**Subject :- Sad demise of Manish Kumar, AM - an ill-fated victim of sorry
State of affair in the field of MTNL.**

Sir,

The field management and field activities in Delhi are riddled with utter mismanagement and whims. There is no working hands, no spares, no tools and apparatus. No safety measure in the place. The field officers are loaded with one after another directions without application of mind as to how will the work be executed without any minimum supports. Late Shri Manish Kumar, AM in the unit of GM (north) has fallen victim to this anarchy sor of situation. This young officer of only 33 years old had to sacrifice his life, perhaps for all of us to see and realize the gravity of the actual situation in the field.

It is not that this is not known to the top management of MTNL. This Forum and both the major executive associations have brought this to their notice on various occasions. But practically nothing has been done to improve the situation. Top management used to tacitly suggest to manage with “jugar”.

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In the instant case, Shri Manish was not provided with any staff, any agency or any safety measure. The concerned GM bluntly refused to hear any “excuses”. “Nothing doing, get this done” is solo kind of directions he is in the habit of giving to the subordinate officers. Ill-fated Manish is the victim of such dictatorial dictates, mindless whims and the overzealous attitude of the superior for whom safety, security and life of the subordinates are matter of least concern.

We urge upon the corporate management to rise to occasion even at this belated stage and corrective and preventive measures are taken on war footing to avoid many more such life snatching accidents in future. Let there be an immediate exercise of evaluation of actual situations in the field in respect of availability of adequate and able working hands, adequate stores, proper tools and appliances, a well laid down safety measures which is mandatory for all to follow and above all, a compassionate superior who wants to listen and understand the problems.

It must be understood that the field officers have been demoralized and frustrated. They are now feeling terribly unsecured and unsafe. They must be consoled and assured with a concrete message that even in the case of such unfortunate situation, the victim’s family will be fully protected and adequately compensated and taken care of in full measure by MTNL even though loss of life can never be compensated.

Late Manish left behind his young widow with two years old child. They are living in MTNL’s quarter. **The first and foremost action should be providing appropriate job to her commensurate with her academic / professional qualifications and grant adequate financial compensations as suggested by the various associations of the executive cadres of MTNL. The family should be assured about continuance of her present residential accommodations. The last but not the least, an independent enquiry should be held with a definite**

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time frame to fix the responsibility of this unfortunate accident and the erring officer should be booked for an exemplary punishment. So that the message is percolated down the line that no body will be spared if safety is ignored. It must be ensured that the alleged Area Head does not remain in a position to meddle with the investigation during investigating period.

This and only with this kind of assertive action MTNL may instill confidence in the field staff. Hope, MTNL will not sleep over this issue.

With regards –

SD/-	Yours sincerely,	SD/-
(SURESH KUMAR)	(MANGE RAM SHARMA)	(M. K. BAGCHI)
Secretary / UF	President / UF	Convener / UF

Copy to :-

1. Member (Services) / DOT
2. Director (HR) / MTNL
3. Director (Technical) / MTNL
4. ED / MTNL, Delhi

..... for kind information and n/a please.

