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Telecom Executives' Association of MTNL

CENTRAL HEAD QUARTER

N. L. Thangraj
President

C. U. Gade
Treasurer

Ashok Kumar Kaushik
General Secretary

Correspondence Address : D-403, New Jyoti Apartment, Plot No. 27, Sector-4, Dwarka, New Delhi-110078
Phone : (O) 23737896, (R) 25077272, (M) 9868136363 **Web** : www.team.org.in

No. TEAM/CHQ/MTNL/2015-16/114

Dated : 11.04.2016

To

Shri N.K.Yadav Ji,
Chairman & Managing Director,
MTNL, Corporate Office,
Doorsanchar Sadan, CGO Complex,
New Delhi.

22-4-16

Reminder

Sub:- : Implementation of DOP&T guidelines regarding DPC in true Spirit.

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

2. TEAM/CHQ/MTNL/CO/SMT/2014-15/102 dated 05.05.2015.

} Enclosed

Sir,

With regard to our letter of even number dated 05.05.2015 under reference , we want to again reiterate the grievance of our members those , who have been retired in want of their due regular promotion but could not get in time. We, therefore drawing your kind attention for the same as under:-

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.

Contd....2

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) Corporate Office, CGO Complex, for kind information and n/a pl.
2. Director (Finance) Corporate Office, CGO Complex, for kind information and n/a pl.



