

# Telecom Executives' Association of MTNL

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No. TEAM/CHQ/MTNL/CO/DPC/2015-16/111

Dated : 16.09. 2015

To  
Shri. N.K. Yadav ji  
Chairman & Managing Director, MTNL  
Mahanagar Doorsanchar Sadan,  
Lodhi Road,  
New Delhi – 110 003

**Sub : Holding of DPCs in MTNL.**

Ref: (1) OM No. 22011/4/2013-Estt(D) dated 28-01-2015  
(2) OM No.22011/12011-Estt(D) dated 23-04-2015

Respected Sir,

We, request to kindly spare your valuable time on the vexed issue of virtual inaction on the part of MTNL HR unit in holding the DPC in various streams and at various levels.

Sir, as you are aware, time and again, the Government of India has been issuing strict orders on timely holding of DPCs. As per the OM under Ref (2), the ACC has viewed it seriously that the DPCs are not being convened in time. It rightly mentions that **"The delays in promotion affects the manpower planning and impede the career progression of the employees. The delays in conduct of DPC negate the very purpose of the Model Calendar for DPCs issued....."**.

In MTNL, this issue is handled very casually disregarding the instructions contained above.

Our grievances on this issue are given below :-

1. MTNL does not have system of maintaining year wise vacancies.
2. The model calendar of DPCs issued by DOPT is not being followed.
3. The only time calendar of DPCs issued in 2014, saw DPCs completed only in DGM cadre but failed to implement for any other cadre.
4. Even while calling for DPC the list of persons who come under consideration zone under each of the different categories like OC, SC/ST etc are not being circulated.

5. Even after calling for CRs etc undue time is taken to complete the process. For instance, DPC for AOs called for in July, 2011 has not been completed yet. Similarly, the DPC for promotion from SDE (Telecom) to DE (Telecom) was not held till date even though the screening report along with vigilance clearance had reached in HR Cell of Corporate office up to 14.12.2014.
6. While assessing vacancies before any DPC, future vacancies for the next one year are to be taken into account. But MTNL HR fails to consider even the past vacancies due to retirement etc.
7. Recent order on grant of promotion to retirees also, based on availability of vacancies at the time of retirement, is not followed at all in MTNL.

Therefore, we request your goodself to look into the matter and cause urgent remedial action so that career promotion or progression of the employees are not delayed any further due to apathy of MTNL HR management. At present most of the officers are retiring in lower grade even though they had officiated or worked under looking after arrangements in higher posts for years together till retirement and on the day of retirement, suddenly MTNL discovers that they belong to lower cadre and issues Strike Off order accordingly. Regular vacancies existed all along. But the Executives qualified to be promoted in such posts were made to discharge those duties by officiating or looking after arrangement, blocking the career progression. It also deprives aspirations of young recruits in E-2 level, who prefer to leave the organization in frustration.

**In any case, due to financial up-gradation, all the officers are getting pay in the higher post and therefore, there may not be any financial burden on MTNL by holding timely DPCs.**

We, would be thankful if you intervene and cause remedial action to settle the issue for the benefit of organization as well as employees.

Thanking you,

Yours faithfully,



(A.K. Kaushik)  
General Secretary

Copy to :- 1. Director (HR), MTNL, Corporate Office, for kind information & n/a pl.

2. Director (Finance), MTNL, Corporate Office, for kind information & n/a pl.

Encl: Copies of orders cited above.