

Telecom Executives' Association of MTNL

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Dated 21: 08: 2015

To,

Shri N.K.Yadav,
Chairman and Managing Director,
Mahanagar Telephone Nigam Limited,
9, C.G.O. Complex, New Delhi.

**Subject:-Inordinate delay in holding of DPCs of executives due to Mal-functioning of
HR Cell.**

R/Sir ,

With regard to the subject under reference, we want to submit the following to draw your kind attention towards the functioning of HR section of the corporate office:-

1. **Case of DPC From SDE to DE :** We are having 646 sanctioned posts of DE(Telecom). Out of the sanctioned strength of 646 nearly 75 executives are working on regular basis. This DPC was part of DPC Calendar for 2014 and notified by Corporate office in the month of September 2014. For this DPC, the screening report of all eligible SDEs from Mumbai and Delhi unit were sent to corporate office in the last week of Nov.2014 and second week of Dec.2014 respectively. But meeting of DPC at Corporate office couldn't be conducted even after our continuous persuasion. Later on when we asked the reason for delay from GM (HR) he was not in a position to give satisfactory reply. Thereafter, in the last week of Dec. 2014, we came to know from GM (HR) that Hon'ble Supreme Court has pronounced the Judgement in Rule-206 Seniority case and hence DPC couldn't be conducted whereas the Hon'ble Supreme Court has pronounced the same on 21st January,2015 only. This intentional delay in holding the DPC was part of conspiracy of GM(HR) against the absorbess so that they should retire without getting their due promotion. Because of this callous approach and attitude of GM(HR), many of the SDEs have been retired till date without getting their due and justified promotion. Even though many of these SDEs were working as DGMs (Looking After arrangement) and these SDEs were retired in very humiliating manner.
2. **Non-Finalization of Gradation list of JAOs pending since 2006 and abnormal delay in holding of Review DPC From JAO to AO since 2011.** This is another case of mal-functioning of HR section. Since 2006, Gradation list of JAOs who were recruited through a departmental exam. conducted as per DOT RR has not been finalized till date .

Due to this, the departmental candidate in JAOs cadre could not get their due promotion as AO on regular basis till date. Sir, you will be surprised to know that, long back, the Director (HR) has directed the GM(HR) to release the promotion order of all those JAOs (Whose seniority in

question) to AOs but GM (HR) did not care the instructions of Director (HR) and the Review DPC is still pending.

3. **Non holding of DPC of DGM(Telecom/Finance/Civil/Electrical)**

In Telecom wing nearly 150 vacancies are lying vacant since long and similar situation is also prevailing in Finance , as well as in Civil and Electrical wing also. Because of abnormal delay in holding of these DPCs, huge number of executives is working in a looking after arrangement as DGM and these executives are retiring in their substantive post only.

4. **Non holding of DPC for vacant posts from JTO to SDE(T)**

Nearly 700 hundred posts of SDEs are lying vacant and HR unit is not holding DPC for the same. Eligible JTOs have been given look after promotion.

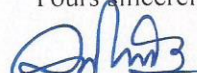
This type of situation has never happened in the past in any PSU/Govt. department. But in MTNL, it has become a regular feature for the executives those who have come on absorption in MTNL. This kind of action of HR section of Corporate office appears totally uncalled for and mala-fide. Because of this not only absorbees but the executives recruited by MTNL are also equally demoralized and demotivated.

Sir, from the above action of corporate office, we feel that HR section of the corporate office is functioning in arbitrary manner in MTNL and they don't follow the rules and guidelines either formed by DOPT or Govt. of India. It seems that the sole motive/objective of HR section of MTNL is to ensure that the executives who have come on absorption in MTNL should not be promoted till their retirement.

In view of the above, we solicit your immediate intervention to check these elements in HR section. We also demand immediate overhauling of HR section because lot of vested interest and corrupt elements have developed deep roots in HR section of MTNL Corporate Office.

With Regards,

Yours sincerely,



(A.K.Kaushik)

General Secretary

Copy to:-

1. Sh. P.K.Purwar, Director (Finance), for kind information please.
2. Sh. Sunil Kumar, Director (HR) for information please.