

JC

MTNL EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS, NEW DELHI

[Affiliated to National Confederation of Officers' Associations of Central Govt. PSUs (NCOA)]

S.N.PRASAD

PRESIDENT

Res.: 20/73, MTNL Officer's Quarters
MHBC Opp. Lilawati Hospital
Bandra (West), Mumbai-400050
(M) 09869447070 (R) 022-26457070



V.K.TOMAR

GENERAL SECRETARY

Res.: 239, Ashoka Enclave Part - I
Faridabad-121003 (Haryana)
Off.: 23314320, Fax.: 23311830
(M) 09868133336 (R) 01292277100

Ref. No.: MEA/CHQ/DM/ *cmd*

DATE: *14-10-13*

To

Shri A.K.Garg

CMD, MTNL

Corporate Office New Delhi

15-1-13 *of copy*

Subject: Time bound financial upgradation from due date if executive was clear from vigilance angle during the period of review (Five Years) as well as on the date when time bound upgradation was due but vigilance/disciplinary case erupted in the subsequent period and remained pending till the meeting of DPC/screening committee.

Sir

It is in continuation of our earlier letter on above subject. I once again give a brief of this case. Financial up gradation is given w.e.f a particular date when one is competing eligible period of financial up gradation irrespective of DPC date. If management fails to hold DPC on that particular date and holds DPC after due date, date of effect is given from the due date of financial up gradation. But there are some cases where vig cases developed after due date of financial up gradation on or before DPC date, in such cases financial up gradation is being given after the settlement of case.

If DPC would have been conducted on due date, one could have got his legitimate right of financial upgradation from due date. It was the delay on the part of the management, so why employee should suffer for that.


Such situation was also prevailing in BSNL, which has now been addressed by deciding that

- (a) only the period of performance review leading to the due date of upgradation may be assessed for vigilance clearance. Sealed cover proceedings will be applicable only if the relevant condition(s) is attracted on the due date of time bound IDA scale upgradation/non-functional upgradation or on the date of meeting of the screening committee/CPC if it is held in advance.
- (b) Disciplinary cases of minor penalty, emanating beyond the due date of time bound upgradation, may not affect the grant of time bound upgradation.
- (c) Past cases under the EPP effective from 01-10-2004 (when previous GOI schemes ended), if any, may be reviewed in accordance with these guidelines.

Therefore, in view of above, we once again request to issue the suitable guidelines to make the financial upgradation effective from due date in above mentioned cases .

With Kind regards

Yours sincerely


(V.K.Tomar)

Copy to ;

1. Shri Sunil Kumar, Director (HR) for n/a pl
2. Shri P.K.Purwar, Director (Fin) for n/a pl
3. Shri Deepak Chanduka, GM (HR) for n/a pl
4. Shri Mukesh Kumar, DGM (Pers) for n/a pl

MS
15/10/13

AS
13/10/13

2021 15/10/13

10/10/13