To

Sh**ri A.K.Garg**

CMD, MTNL

Corporate Office, New Delhi.

**Subject: request to give the one time relaxation to consider the old bench marks in the DPCs which consider the CRs of the old period i.e before 12-12-2010.**

Sir,

MTNL management in its board meeting on 12-12-2010 has changed the DPC bench marks for executives from average/good to very good, and these new bench marks have been implemented for the DPCs which considered the CRs of the period before Dec 2010 when new bench marks came into effect. This retrospective effect of new bench marks have left many officers dropped in the DPCs for regular promotion and financial up gradation, which will bring lifelong financial and promotional effect on these officers. Any changes in rules and regulation are made effective from the prospective date not from retrospective date. Earlier also we have made many request to the management to give prospective effect to the changes made in bench marks and consider old bench marks for old CRs, but nothing has been done so far. Officers affected from these new bench marks are very much frustrated and running pillar to post to get their CRs upgraded, but many reporting and reviewing officers are not upgrading their CRs because of various reasons known to them, but ultimately this irrational decision of management has left them helpless and frustrated.

**I request your good self to give the one time relaxation to consider the old bench marks in the DPCs which consider the CRs of the period before 12-12-2010. We also request your good self to review the new bench marks and keep at par with BSNL.**

**With warm regards**

 Yours sincerely

 **(V.K.Tomar)**

**Copy to:**

1. Shri. S.P.Pachauri, Dir (HR), with the request to consider the one time relaxation as assured pl.
2. Shri Kuldip Singh, Dir (Tech) for his favour pl.
3. Ms Anita soni, Dir (Fin) for her favour pl.