



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A constitutional body under Article 338A of the Constitution of India)

F.No NCST/SER-989/MCIT/5/2023-SSW

Dated: - 17.12.2024

To,

Shri Robert J Ravi
Chairman Cum Managing Director,
MTNL
Doorsanchar Sadan, 5th Floor, 9 CGO Complex
Lodhi Road, New Delhi - 110003
Email Id: cmd@bol.net.in, Tel. No: 011-24319020

Sub: Delay in promotion of ST Employees by MTNL - a representation dated 07/07/2023 received from Shri Chhuttan Lal Meena and others, Senior Manager(Telecom), MTNL, New Delhi

Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 4.12.2024 at 11:30 AM NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before the Hon'ble Member.

Yours faithfully,

(एच .आर.मीना /H.R. Meena)

अनुसंधान अधिकारी / Research Officer

Phone -24641640

Copy for information:-

Shri Chhuttan Lal Meena and others
Area Manager (VKJ), Telephone Exchange
Room No.106, Ist Floor, Bhikaji Cama Place
New Delhi - 110066
Mob No. 9013134899

Copy to :-

1. PS to Hon'ble Member (Shri N. Chakma), NCST
2. ✓ NIC, NCST for uploading on the website of the Commission.

राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत दीवानी न्यायालय की शक्तियों का प्रयोग करने वाला एक संवैधानिक निकाय)
(A Constitutional body exercising powers of Civil Courts under Article 338A of the Constitution of India)

Minutes of the sitting held under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi regarding delay in promotion by MTNL in the case of Shri Chuttan Lal Meena and others, Senior Manager (Telecom), MTNL, New Delhi.

F. No. NCST/SER-989/MCIT/5/2023-SSW
Date of the Sitting: 04.12.2024, 11:30 AM
Participants in the Sitting - As per Annexure

Shri Chuttan Lal Meena and others, Senior Manager(Telecom), MTNL, New Delhi, vide his representation dated 07/07/2023 has stated that MTNL is not promoting them from Senior Manager to Deputy General Manager on regular basis despite available vacancies.


2. NCST had made various correspondence with the concerned authority and petitioner. The case was not resolved, two sittings were held on 09.02.2024 and 25.09.2024 in NCST. The following recommendations were made in the sitting held on 25.09.2024 and minutes were forwarded on 30.09.2024 for submitting the ATR:-

(1) The order/decision/circular by which the decision to stop promotions across all cadres was taken may be provided within 15 days from the date of receipt of the minutes.

(2) Information regarding the decision of Committee of Secretaries/Group of Ministers, whenever a final decision is taken, may be submitted to the Commission.

3. MTNL vide letter dated 21.10.2024 has furnished the action taken report and stated that the Organisational re-structuring is under process in MTNL, but the same has not yet attained finality, Hence, the DPC for regular promotions for all cadres across all streams could not be held post VRS 2019 as the organizational re-structuring and manpower planning is still under process and the same is yet to be approved. However, no final order in this regard has been issued. In regards to point no. 2 of the recommendations made by NCST, whenever, any final decision is decided by Government/ DoT to MTNL, the same shall be submitted to the Hon'ble Commission.

4. This reply was forwarded to the petitioner for information on 7.11.2024. The petitioners vide letter dated 14.11.2024 has refuted the facts and comments and stated that the MTNL has not complied NCST recommendation. A copy of the MTNL office order no. MTNL/CO-15/17/7 /2021-HR/1022 dated 4.1.2023 regarding non functional promotion to the grade of Joint General Manager (E-7) in Telecom Stream was also provided. Therefore, NCST has decided to discuss the issue with the authority and the petitioner on 4.12.2024 at 11:30 AM. Accordingly a sitting notice was sent to authority and the petitioner on 22.11.2024.


निरुपम चाकमा / Nirupam Chakma
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Government of India
नई दिल्ली / New Delhi

5. In the sitting, the Director(HR & EB) and other officials of MTNL were present on behalf of CMD. The petitioners were also present. MTNL officials reiterated their earlier reply and further informed that no decision had been taken regarding the future of MTNL yet. The petitioners informed that their promotion would not affect the financial aspect of MTNL in any way, as they were already financially upgraded in E7 on 13/09/2022 for their next higher post. The petitioner also stated that they are facing career stagnation and if they are absorbed by BSNL, they will be losing their seniority for next higher promotion in the post of DGM as well as financial up gradation of E8 grade. As a result, if they are absorbed in BSNL they will be absorbed in lower post due to non promotion by MTNL.

6. It was observed that petitioner's submissions have the merit. Regarding promotion of the petitioners, the Director (HR & EB) assured the issue of the petitioner will be re-examined for giving due promotion and also other employees.

7. After discussions with both the parties, the following recommendation was made and action taken report thereon may be submitted within 30 days from receipt of the minutes –

- The petitioners case for granting promotion may be re-examined and put up before the Board / Highest Body of MTNL for consideration as assured by the Director (HR & EB) of MTNL, so as to avoid career stagnation and financial loss to MTNL employees.



निरुपम चाकमा / Nirupam Chakma
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Government of India
नई दिल्ली / New Delhi

(Nirupam Chakma)
Member,
Govt. of India
National Commission for Scheduled Tribes,
New Delhi