

यदि हाँ, तो इस संबंध में सरकार की क्या प्रतिक्रिया है ?

वित्त मंत्रालय में उप मंत्री (श्री जर्नादन पुजारी) : (क) और (ख) निगम ने सूचित किया है कि कुछ एक मामलों में दावों के भुगतान में देरी हो गई थी, लेकिन जैसे ही इस बात का पता चला, उपचारात्मक कार्रवाई कर दी गई। जहां तक समाचारों में उल्लिखित मामलों का संबंध है, इनमें से दो पालिसियों को मशीन परिपक्वता सूची में नहीं पाया गया लेकिन जैसे ही इस चूक का पता चला तो डिस्चार्ज वाउचरों को जारी करने और पालिसी धारकों की परिपक्वता दावों की अदायगी करने के संबंध में कार्रवाई कर दी गई तीसरे मामले में दावे के भुगतान में देरी हो जाने का कारण यह है कि प्रीमियम की कुछ किस्तों की अदायगी दर्ज नहीं थी और इनका समाधान पालिसी-धारक के प्रीमियम भेजने वाले नियोजक के साथ करना आवश्यक था। जीवन बीमा निगम ने अब संबंधित पालिसी धारक को एक डिस्चार्ज वाउचर जारी कर दिया है और इस यथोचित ग्रुप से भरे हुए वाउचर के प्राप्त होते ही गुमशुदा प्रीमियमों के संबंध में आवश्यक समायोजन करने के बाद, परिपक्वता दावे का भुगतान कर दिया जाएगा।

Promotion Policy for Officers of MMTC of India

4292. SHRI JAGPAL SINGH : Will the Minister of COMMERCE be pleased to state :

(a) the approved Promotion Policy in respect of Officers of MMTC of India Limited;

(b) rationale for amending established Promotion Policy vide Office Order 23/81-P (P& O) dated 5.5.1981;

(c) whether promotion policy at (a) above made in consultation with Federation of Officers' Associations; and

(d) whether Government are aware that Federation of Officers' Association opposed promotion policy at (b) above which is advantageous mostly for officers serving in head office encouraging corrupt practices among officers to secure out of turn promotions superseding seniors victimising officers working in Regional Offices if so, action proposed to be taken to revoke defective order mentioned at (b) above ?

THE MINISTER OF STATE IN THE MINISTRY OF COMMERCE (SHRIMATI RAM DULARI SINHA) : (a) Necessary information is given in the attached statement.

(b) The policy was amended to provide for weightage to seniority at lower levels and to merit for selection to higher posts.

(c) Personnel policy including promotion policy is determined by the Board of MMTC. However, there were informal discussions with the then existing Officers' Association.

(d) The promotion policy is not discriminatory. Specific cases of any discrimination can, however, be looked into if brought to notice.

Statement

The salient features of promotion Policy for Managers as approved by The Board of Directors of MMCC on 13.2.1981.

The following guidelines shall be adopted for promotion to a post to be filled in by promotion :—

(i) No person shall normally be considered eligible for promotion to

the next higher post unless he has served for three years in the post from which he is to be promoted. In the case of the post of General Manager and equivalent, this period shall be two years.

The "Zone of Promotion" (i.e. the list of eligible persons to be considered) should normally be twice the number of vacancies likely to be available. In case there are only one or two vacancies, a minimum of 4 or 5 eligible persons would be considered. However, the "Zone of promotion" will not be determined in a rigid fashion.

- (ii) All persons eligible for promotion shall be arranged in the order of their seniority and a complete list duly certified by the General Manager or, in his absence, by Divisional Manager in the Personnel Division, or by any other officer authorised in this behalf that no eligible person has been left out, shall be placed before the Departmental Promotion Committee to decide the "zone of promotion" (list of persons to be considered).
- (iii) Out of the list of persons to be considered the Departmental Promotion Committee shall prepare a list of persons who are not fit for promotion. Such a list should consist of persons who have been categorised as "Fair" or "Poor", or who have been given adverse comments in their Appraisal Reports during the last three years.
- (iv) Persons considered fit for promotion may further be graded as "Outstanding" and as "Fit for promotion" in two separate lists. The former list of "Outstanding" would include only those whose Appraisal Reports over the previous three years indicate a consistent level of outstanding performance, combined with an

equally or almost equally high level of performance over a longer period. Anyone who has had an adverse comment or whose performance has been categorised as less than "very good" in the previous three years or in the period which he has spent in the present grade shall not be considered as outstanding. All others whose performance is considered satisfactory i.e. "good" and "very good", would be graded as "fit for promotion" and brought into the other list.

- (v) Vacancies in the junior level (promotion to the posts of DDM and equivalent level) shall be filled by the persons included in the two lists in the ratio of one from the outstanding list for every three to be filled from the other list. In the middle level (from DDMs to JDMs and from JDMs to DMs and equivalent), posts are to be filled by one person from the outstanding list for every two from the other list. At the senior level (promotion to the posts of General Manager and Sr. General Manager) all posts would be treated as selections posts and promotions would be effected only by merit. The Departmental Promotion Committee can also interview the eligible candidates for selection to the posts of General Manager and Sr. General Manager.
- (vi) A person who is not fit for promotion at a particular meeting of the Departmental Promotion Committee, shall be considered at the subsequent meeting along with other eligible persons, unless otherwise directed by the DPC.
- (vii) The panel will normally be valid for a period of 12 months. If required, its validity can either be extended or outtailed with the approval of the Chairman.