

## PERKS & ALLOWANCES

4.1 All Perks and Allowances including Reimbursement of OPD Expenses shall continue unchanged as it was as on 01/04/2003 (on the old Basic and DA). However, the OPD expenses shall be reimbursed only on production of bills.

4.2 Indoor medical facility shall continue unchanged. However, efforts shall be made to administer the same through Insurance at the earliest.

4.3 The House Rent Allowance to the Non-Executive employees of MTNL posted at Delhi and Mumbai will be at the rate of 20% of revised Basic Pay and shall be payable on revised pay w.e.f. 15/05/2009. However, HRA on existing pay scale shall continue till 30<sup>th</sup> June 2010 or till the pension issue is decided whichever is earlier. The arrear on account of HRA from 15/05/2009 till 30/06/2010 shall be paid along with salary of July 2010.

## PRODUCTIVITY AND RELATED ISSUES:

5.1 The recognized union has agreed to extend full support to all initiatives taken by the management for further improving the work culture.

5.2 Management and representative Unions agree to cooperate for creating a harmonious Industrial Relationship conducive to the growth of MTNL's share in the Telecom Services market.

5.3 It was also agreed to continuously improve the processes to achieve excellence in customer satisfaction. It was also agreed for multi-skilling and redeployment of staff.

5.4 It was also agreed that Union will cooperate in maintaining discipline, reduce absenteeism and avoid wasteful practices.

## GENERAL

6.1 Anomalies/aberrations, if any, arising out of this Wage revision will be addressed separately.

6.2 Other allowances/perquisites/advances/facilities etc. not mentioned in these recommendations may remain unchanged, subject to eligibility/admissibility.

6.3 As and when MTNL management decides for 78.2% IDA merger for executives, the same benefit may be extended to Non-Executive also.

6.4 Payments made on 50% of the IDA merged with basic pay w.e.f. 01.01.2007 in terms of Office Order No. MTNL/IR/W/22(90)/2008/186 dated 12.09.2008 and 21.10.2008 would be adjusted against the arrears arising out of the wage revision.

6.4 Items not covered above shall remain unchanged.

6.5 Arrears of Wage revision shall be paid in three bi-monthly installments commencing from February 2010. The revised wages shall also be paid along with salary of February 2010.

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payable w.e.f. 01.04.2007 onwards shall be as per the IDA rates circulated by DPE (Govt. of India) from time to time.

### 3.3 Fitment Method:

3.3.1 Employees who were in the pre-revised Non-Executive Pay Scales before 1.1.2007 will be placed in the corresponding revised Non-Executive Pay Scales as per the fitment formula given in Para 3.3.3.

3.3.2 Employees joining MTNL on or after 1.1.2007 will be placed at the initial stage of the revised Pay Scale in which they are appointed.

3.3.3 Fitment in the revised Scale shall be made applicable as per following formula:

- a) Basic Pay in the Pre Revised Pay Scale as on 31.12.2006  
Plus
- b) IDA neutralization @ 68.8% on Basic Pay  
Plus
- c) Fitment benefit @ 30% on [Basic Pay: IDA (68.8%)]
- d) The amount so arrived at, rounded off to the next multiple of 10 Rupees, shall be the Basic Pay in the revised Pay Scale.

### 3.4 Annual Increment/Stagnation Increment/Pay Fixation on Promotion.

3.4.1 Annual Increment will be at the rate of 3% of the revised basic pay and will be rounded off to the next 10 Rupees.

3.4.2 Stagnation increment will be @ 3% of the revised basic pay and the Non-Executive will be allowed to draw maximum 3 stagnation increments, one increment after every two years upon reaching the maximum of the revised Pay Scales provided the non-executive gets a performance rating of 'good' or above.

3.4.3 On promotion, one notional increment equal to 3% of the existing basic pay rounded off to the next multiple of Rs. 10/- would be granted and pay fixed in the promoted Scale.

3.4.4 The annual increment which falls on 01.01.2007 will be granted in the revised Pay Scale on 01.01.2007.

3.4.5 Where Non-Executives drawing pay at two or more consecutive stages in the existing Pay Scales get bunched, then, for every two stages so bunched, benefit of one increment will be given.

### 3.6 City Compensatory Allowance (CCA)

CCA stands dispensed w.e.f. 01/01/2007.

- 6.6 The detailed agreement shall be signed in the next JNC meeting. Thereafter, it will be put up to the MTNL Board for its approval.
- 6.7 The date of implementation of revised Wage/Salary for the Non-Executive and Executive employees shall be same.

SIGNED AT MTNL CORPORATE OFFICE, JEFVAN BHARTI BUILDING, TOWER-I, 12<sup>TH</sup> FLOOR, 124, CONNAUGHT CIRCUS, NEW DELHI-110091 ON 28/01/2010.

PARTIES TO THE SETTLEMENT

On behalf of MTNL Management

Kuldip Singh  
CMD

Anita Soni  
Director (Fin)

S P Pachauri  
Director (HR)

*A K Saxena*  
A K Saxena  
GM (Admn), MTNL Mumbai

*M K Saxena*  
M K Saxena  
DGM (HR), MTNL Corp. Office

D N Mishra  
DGM (IR), MTNL Delhi

*Pankaj Yadav*  
Pankaj Yadav  
DGM (Fin)

On behalf of Workmen  
(Non-Executives)

*Arvind Sawant*  
Arvind Sawant  
Hon'ble MLC  
President, MTNL Kamgar Sangh, Mumbai

*Sarup Singh*  
Sarup Singh  
General Secretary, MTNL Staff Union,  
Delhi

*Dilip B Jadhav*  
Dilip B Jadhav  
General Secretary, MTN KS, Mumbai

Dilip Satam  
Dy. GS, MTN KS, Mumbai

*Prakash Shirwadkar*  
Prakash Shirwadkar  
Working President, MTN KS, Mumbai

*Jai Kir*  
Jai Kir  
Representative, MTNL Staff Union, Delhi

*D R Mangain*  
D R Mangain  
Representative, MTNL Staff Union

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(S N Rain)