

Joint forum of Executives' Associations of MTNL

Central Head quarters, New Delhi

Ref—JF/MTNL/09 /4

Dated -02-04-09

MEMORANDUM

Respected Thiru A. Raja Ji

As you know that govt had constituted 2nd pay revision committee of CPSE executives headed by justice M.J.Rao with the terms and references that pay package of CPSE executives are decided in the light of market conditions and VIth pay commission report. After series of discussions with CPSEs managements, Executives' Associations, Govt authorities, and different expert agencies, Justice M.J.Rao committee realized the importance of CPSEs in the socio-economic development of country, and felt that there is a need of motivated best talent in CPSEs

In view of above, Pay revision committee recommended new pay packages of CPSEs executives. In turn, Govt approved new pay packages with 30% fitment formula on 26th Nov 2008 w.e.f 01-01-2007. As per DPE orders this fitment can be implemented in Toto in such profit making CPSEs where PBT (profit before tax) for the year 2007-2008 is not going to dip more than 20% after implementing new pay package with 30% fitment for executives and non-unionized supervisors. In MTNL, after implementing new pay scales with 30% fitment, PBT is going to dip less than 8% only.

Inspite of above facts, MTNL management chose to go ahead only with 5% fitment that too with HRA capping as on Dec 2006. Such decision of MTNL management is very shocking, unprecedented and beyond our imagination. As your good self is aware that Executives' Associations of CPSEs are already dissatisfied with new pay package given by Govt, and fighting for improvement, which have now been improved to some extent. In this scenario, MTNL management's decision of 5% fitment and HRA capping has shocked every body in MTNL, and has sent the wave of demoralization, dissatisfaction and demotivation, which will have direct impact on the growth of MTNL.

We, the thousands of executives of MTNL Delhi & Mumbai have been working hard, and giving our best to see that not only excellent services are provided to our esteemed customers but also good profit is made in this era of stiff competition in telecom sector, which in turn is utilized in socio-economic development of the country. Inspite of wrong & non commercial policies of govt/ management, and the fact that MTNL is competing with multinational companies in two metro cities, which are political and commercial capital of India, we are providing excellent services to our customers, and also have been maintaining profit in the tune of 600-700 Cr in past years

Hon'ble prime minister of India him self has said that inspite of present global slow down, Indian economy is still in good position, it is because of vital role played by public sectors. But, such arbitrary and unilateral decisions of MTNL management, which will be proved to be counter productive, have compelled us to go on streets.

We also want to draw your kind attention towards the pension issue, which is not being resolved by Govt after a lapse of long nine years. At the time of our absorption from DOT to MTNL, we had been assured of Govt pension and were told that modalities in this reference will be decided shortly, but the same is not resolved till date.

We, therefore, solicit your personal intervention, and request your goodself to instruct MTNL management to implement the Govt orders of pay fixation in its letter and spirit ,and also settle the pension issue immediately at par with BSNL & provide immediate relief to DOT absorbed employees. We assure your good self that thousands of executives of MTNL will continue to work hard honestly and sincerely to ensure that MTNL provides best services to its esteemed customers, and also earns more revenue and profit in coming years.

We are peace loving and law abiding work force of MTNL, we do'nt want to create any industrial unrest in capital cities at this time of general elections. So, once again, we request your good self to use your good office to ensure pension at par with BSNL, and 30% fitment with out HRA capping, which has already been implemented in BSNL.

With Warm regards,

Yours sincerely

Sd/-
(A.K.Kaushik)
General Secretary, TEAM

Sd/-
(V.K.Tomar)
General Secretary, MEA

To,
Thiru, A.Raja
Ho;ble Minister of Communication & IT
Govt of India
New Delhi.

Copy to:

1. Shri Jyotiraditya Madhavrao Scindia, honble MOS,C&IT with the request to use his good office to get our issue settled Please
2. Secretary, DOT, Govt of India, New Delhi for information & n/a please.
3. CMD, MTNL, with the request to implement 30% fitment with out HRA capping
4. All Board of Directors for information & n/a pl.