

# **Joint Forum of Executives' Associations of MTNL**

## **Central Head Quarters, New Delhi**

Ref:JF/MTNL/Secy,DoT/1

Dated-15-04-2010

To  
**The Secretary**  
DoT, Sanchar Bhawan  
New Delhi

**Subject: Abnormal Delay in implementation of pay revision with 30% fitment w.e.f 01-01-2007 as per Govt orders and approved by MTNL board—request for early DOT approval for the same.**

Respected Sir,

We, the thousands of executives of MTNL are very much frustrated and demoralized because of abnormal delay in implementation of pay revision with 30% fitment as per Govt orders. As your good self know that after the report of IInd pay revision committee for executives of CPSEs, Govt issued orders on dated 26<sup>th</sup> Nov 2008 for implementing new pay package with 30% fitment to CPSE executives w.e.f 1<sup>st</sup> Jan 2007. As per DPE orders, "the revised pay scales would be adopted, subject to the condition that the additional outgo by such revision for a period of 12 months should not result in more than 20% dip in profits before tax (PBT) for the year 2007-08 of a CPSE in respect of Executives.....". In case of MTNL, after implementing revised pay scale with 30% fitment to executives, the dip in PBT for 2007-08 will be merely 8%, which is well within the condition of DPE for implementing revised pay scales with 30% fitment to executives. The DPE's order dated 26.11.2008 is very clear that only the PBT as on 31.03.2008 and not any other year should be the bench mark for calculating the affordability. It nowhere talks about any possible worsening profits in future.

With the above facts and justifications, after long persuasion & discussion by Joint forum of executives Associations of MTNL, the MTNL management agreed for 30% fitment for executives as per Govt orders. MTNL management has also signed MoU with non executives unions for implementing revised pay scales with 30% fitment w.e.f 1<sup>st</sup> Jan 2007. The decision of MTNL management after the approval of MTNL board has been conveyed to DOT for administrative approval. We understand that the queries raised by DOT have also been replied by MTNL.

**Therefore, we request your good self to grant the administrative approval for implementing the revised scale with 30% fitment at the earliest to avoid further frustration and demoralization amongst the executives which will not be good for the health of MTNL.**

With warm regards

Yours sincerely,



(A. K. Kaushik)  
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(V. K. Tomar)  
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**Copy to:**

1. Member Services (Telecom commission), with the request to approve the proposal of MTNL at the earliest please.
2. Member Technology (Telecom commission), with the request to approve the proposal of MTNL at the earliest please.
3. Member Finance (Telecom commission), with the request to approve the proposal of MTNL at the earliest please.
4. CMD, MTNL, with the request to expedite the case for early implementation of pay revision.
5. DIR(HR), with the request to expedite the case for early implementation of pay revision.
6. DIR(Fin), with the request to expedite the case for early implementation of pay revision.