



# MTNL EXECUTIVES' ASSOCIATION

Central Headquarters, New Delhi

(Registered under the Trade Union Act 1926, reg no-ALC/Karyasan-17/9715)  
[Affiliated to National Confederation of Officers' Associations (NCOA)]

**P.N. VASANE**  
President

website-www.meachq.in

**V.K. TOMAR**  
General Secretary  
National President, NCOA

Ref. No.: MEA/CHQ/Secy/7/Gratuity

DATE: 10-05-2024.

To

**The Secretary, DOT**  
Govt of India,  
20, Ashoka Road New Delhi

**Subject: Request for Revision of Gratuity for Erstwhile DOT Employees Absorbed in MTNL and BSNL at par with Central Govt Employees**

Respected Sir,

I am writing on behalf of the of MTNL Executives' Association to bring to your attention on an important matter regarding the revision of gratuity for erstwhile Department of Telecom (DOT) employees who were absorbed in Mahanagar Telephone Nigam Limited (MTNL) and Bharat Sanchar Nigam Limited (BSNL).

We are pleased to acknowledge the recent decision to increase the maximum limit of retirement gratuity and death gratuity from the existing 20 lakhs to 25 lakhs for Central Government employees covered under the CCS (Pension) Rules, 1972 as per para 6.2 of the OM no 38/37/2016-P&APW(A)(1) dated 04-08-2016 issued by department of pension and pensioners' welfare. This revision reflects a commendable recognition of the dedication and service of government employees.

As you are aware, the pensionary benefits of employees of the Department of Telecommunications who were absorbed into MTNL and BSNL continue to be governed by the CCS (Pension) Rules, 1972, and their pension and gratuity are disbursed by the Department of Telecommunications/Central Government. However, the gratuity limit for these employees remains at the previous ceiling of 20 lakhs.

**Therefore, we earnestly request your esteemed office to issue the necessary orders for the revision of gratuity for erstwhile DOT employees absorbed in MTNL and BSNL, aligning it with the revised maximum limit of 25 lakhs as applicable to Central Government employees under the CCS (Pension) Rules, 1972.**

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**Correspondence Add-** Room No-555 Kidwai Bhawan, Janpath New Delhi-110001,  
**Mob-** 9868133336, **Off-** 01123314320, **fax-** 01123311830  
**Email—** gsmtnlea@yahoo.com, vinodtomar63@gmail.com

We trust that your kind consideration and prompt action on this matter will bring relief and satisfaction to the absorbed employees who have dedicated their careers to the advancement of the telecommunications sector in our country.

Thank you for your attention to this important issue. We look forward to a favorable response from your end.

With warm regards

Yours sincerely,



**(V K Tomar)**

**Copy to-**

1. Honble Minister of Communication &IT
2. Member (Services), DOT
3. Member (Finance), DOT
4. CMD, MTNL
5. Director (HR), MTNL
6. Director (Fin), MTNL