

# MTNL EXECUTIVES' ASSOCIATION

## CENTRAL HEAD QUARTERS, NEW DELHI

[Affiliated to National Confederation of Officers' Associations of Central Govt. PSUs (NCOA)]

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Ref. No.: **TEA/CHQ/DM/** *CMD/MTNL*

DATE: *02-07-15*

**Shri N K Yadav**

CMD, MTNL

New Delhi

**Subject: Long pending and un-settled HR issues concerning employees' benefits and service conditions, needed for motivating and energizing the executive employees:**

Respected sir

The entire focus of this Association is on the revival of the company, but because of lack of concern of the management towards the resolution of long pending issues and legitimate rights of the executives, we were forced to resort to protest action to raise our voice to draw the attention of the management through demonstration in Delhi & Mumbai on 10<sup>th</sup> June 2015. But it is still painful to say that no significant progress has been made towards the resolution of the issues raised by us. We request your personal intervention to resolve the following issues.

1. Pay fixation with 78.2% IDA fitment w.e.f. 01.01.2007
2. Restoration of Leave Travel Conveyance
3. Revision of Perks & Allowances (Transport allowance, HBA etc)
4. De-freezing/ removing—the April 2008, old pay scale ceiling on Medical OPD bills.
5. Filling up of all vacant posts in different executive cadres on regular basis immediately/ Holding pending DPCs in all executive cadres immediately
6. Immediate promulgation of RRs for HR/Mktg/legal/ CS cadres */Finance*.

7. PSU hierarchy-time bound functional promotions as per terms and condition of absorption
8. Integration of all executives promotion policies into One Unified Promotion Policy
9. Creation of 30% corpus for post-retirement benefits to MTNL recruited employees as per DPE orders
10. One increment on regular promotion from E3 to E5 as per 2007 promotion policy
11. Counting training period for drawing the increment as per Govt orders
12. Inclusion of working spouse and other family members in medical (OPD) scheme.
13. Settlement of Official Language cadre pay and promotion as per Govt orders
14. Implementation of rationalized and improved IDA scale of E2 for JTO(C/E) & E 3 for SDE(C/E) w.e.f. 01.01.2000 for actual pay and upgradation.
15. Provide vehicle to field executives or allow TA & DA on travel.
16. Settlement of pending antidation and anomaly cases
17. Time bound financial upgradation from due date if no vig case is pending on that due date even if any vig case erupted/ came up afterward on DPC date
18. Finalization of seniority list of all executive cadres
19. Increase of life insurance and medical insurance cover commensurate to present day requirements and needs.

We hope MTNL management will understand the heart burning of the executives and take positive steps to resolve the above mentioned issues.

**With warm regards**

Yours sincerely



**( V K Tomar )**

**Copy to :**

- (1) Dir (HR) for n/a Pl.
- (2) Dir (Fin) for n/a Pl.
- (3) GM (HR) for n/a Pl.