



# 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/ *Sey/DPE*

DATE: *14-03-2017*

To  
**Smt. Seema Bahuguna,**  
**Secretary,**  
**Dept of Public Enterprises,**  
**CGO Complex,**  
**New Delhi.**

**Sub: Implementation of 3<sup>rd</sup> PRC recommendations – suggestions and issues to be addressed:**

**Respected Sir,**

At the outset, MTNL Executives' Association, welcome the Govt initiative to implement 3<sup>rd</sup> PRC w.e.f 01.01.2017. The following recommendations of the 3<sup>rd</sup> PRC requires reconsideration at Govt level before taking a final decision on its implementation.

**I. Affordability of the CPSU:** If affordability clause in the recommendation is strictly followed, more than 75% CPSUs will not be able to implement the Pay Revision. Non-implementation of pay revision will demoralise the Executives and will seriously affect the productivity and revival of the CPSU. **In several aspects, 3<sup>rd</sup> PRC compared the Executives of CPSUs with Central Govt employees like payment of HRA, quantum of fitment, periodicity of pay revision, increment etc etc. But when it comes to revision of pay, PRC linked it with affordability where as the Central Govt employees pay revision is no way linked with affordability.**

**So, to extend the minimum benefit of pay revision to the Executives, the basic components of the Pay revision like Revision of Pay and Superannuation benefits should be extended to all the Executives of all the CPSUs. In other words perks, allowances and PRP only should be linked with affordability. Affordability condition is not made applicable for the Central Govt employees. MTNL is not loss making because of employees, but because of Govt Policies, So employees should not be made suffer by denying pay revision.**

**Several CPSUs including MTNL didn't implement the 30% Superannuation benefits as per the 2<sup>nd</sup> PRC recommendation. Contribution towards full 30% Superannuation benefits should be made mandatory on the part of the CPSU.**

## **II. Pension revision for the MTNL Executives absorbed from DoT:**

3<sup>rd</sup> PRC recommended 30% Superannuation benefits to the Executives. However, Executives in MTNL, absorbed from DoT are governed by the Govt pension under CCS Pension Rules 1972 and not but 30% Superannuation benefits. 50% of the last pay drawn is the pension. MTNL is to pay pension contribution under FR 116 on their actual basic pay(without IDA) to the Govt. VII CPC didn't covered these Executives in MTNL. So Govt may take a positive decision for the revision of pension under CCS Pension Rules for the MTNL & the BSNL pensioners when 3<sup>rd</sup> PRC report is considered for implementation.

**Correspondence Add-** Room No-555 Kidwai Bhawan, Janpath New Delhi-110001,

**Mob-** 9868133336, **Off-** 01123314320, **fax-** 01123311830

**Email—** gsmtnlea@yahoo.com, vinodtomar63@gmail.com



### **III. Uniform increment date:**

There is no specific recommendation about the increment date. This created huge anomalies in CPSUs like MTNL where juniors drawing increments in earlier months got higher pay than the seniors having increment in subsequent months, after pay revision. In several CPSUs, already uniform increment date is followed. VII CPC recommended two uniform increment dates, 1st January and 1st July. So Govt may take a decision for uniform increment dates when 3rd PRC report is considered for implementation.

### **IV. Periodicity should be 5 years from 01.01.2012 with minimum 15% fitment.**

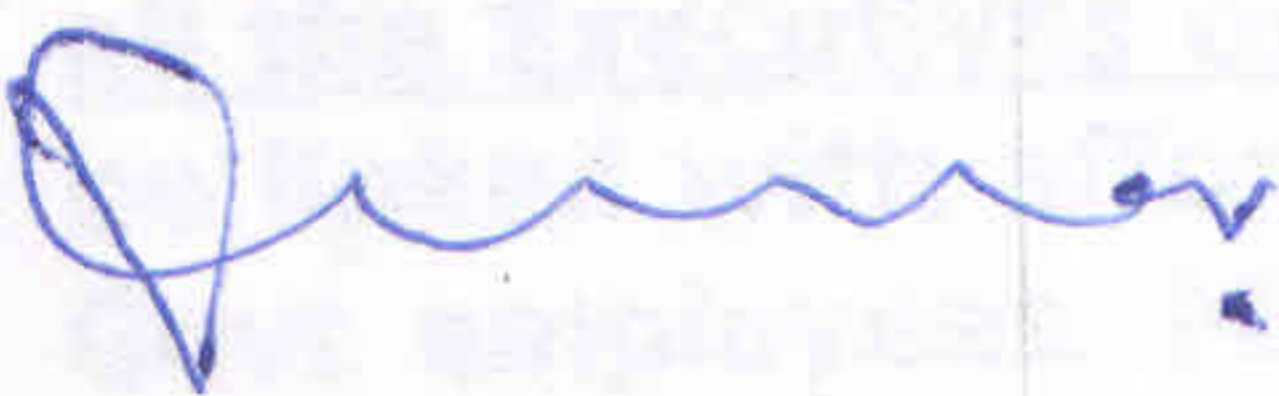
3<sup>rd</sup> PRC compared Executives in CPSUs with private sector and explained the need to equip them to face the challenges. When the pay and pay revision is compared with other sectors including private sector, 10 year periodicity is not at all appreciable. More precisely, the periodicity of pay revision for the workmen as well as Executives should be 5 years. Both the pay revision of Workmen and Executives should be co-terminus with same periodicity. In some CPSUs, Executives are drawing much lower pay, allowances etc than their juniors who have continued as workmen. This has happened, as workmen scales were revised during 2012 by Management liberally without keeping the relativity in mind. Pay revision of workmen in certain CPSUs with 18% fitment in January 2012 has further compounded this problem. This has resulted in serious discontent, de-motivation and dissolution among the Executives. So Govt should atleast implement pay revision from 01.01.2012 notionally with 15% fitment and next wage revision should be implemented from 01.01.2017 onwards on actual basis with another 10% fitment.

### **V. Minimum Fitment of 20% required if periodicity is 10 years.**

Even for Central Govt employees, minimum fitment of 14.27% implemented by the Govt. Always the pay scales and pay for the Executives in CPSUs were much higher than that of the Central Govt employees. In every pay revision, the Executives in CPSUs got higher fitment. Unfortunately, 3<sup>rd</sup> PRC recommendation of 15% is not in this line and market condition is not considered. So, in the present situation, if the periodicity is not changed, **the minimum fitment should be 20%.**

**The issues mentioned above may be considered by the Govt while implementation of the 3<sup>rd</sup> PRC recommendations.**

With kind regards,



**(V K Tomar)**

### **Copy to:**

- 1) Shri Anant G Geete, Hon Ministry of Heavy Industries & Public Enterprises for kind intervention please.
- 2) Shri. Pradeep Kumar Sinha, Cabinet Secretary for information and necessary action pl.
- 3) Shri. Pradeep Kumar Pujari, Secretary, DoT for information pl.
- 4) Shri. P K Purwar, CMD/MTNL for information pl.