

FORUM OF MTNL UNIONS & ASSOCIATIONS

T-28 A, ATUL GROVE ROAD, New Delhi

V K TOMAR

Chairman/ GS MEA

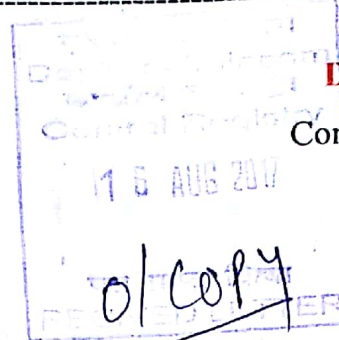
DHARMRAJ SINGH

Convener/ GS MTNLMS

Ref:: Forum/CMD/3rd PRC/01

To,

The Chairman & Managing Director
Corporate office, MTNL,
New Delhi.



Date: 16/08/2017

16-8-17

Subject: Implementation of 3rd Pay Revision Committee Pay Scales in MTNL.

Ref: 1. DPE OM No. W-02/0028/2017-DPE(WC)-GL-XIII/17, dt 03.08.2017

2. DPE OM No. W-02/0028/2017-DPE(WC)-GL-XIV/17, dt 04.08.2017

Sir,

Your kind attention is invited to the OM's cited under reference above revising pay scales in the CPSE's as per 3rd PRC report effective from 01.01.2017.

It worth mentioning that while constitution of 3rd PRC, Govt. in its notification have stated that for the CPSEs to be competitive in the prevailing business environment in the country and in the world, it's **employees have to be provided with suitable working conditions, emoluments and incentives to motivate them** to strive for further growth, productivity and profitability of their enterprises and to enable CPSEs to become modern, professional, consumer friendly, commercially successful and competitive entities committed to national development goals and dedicated to the service of the people.

MTNL as a CPSE, has throughout played a strategic role in building up the economy, serve the broad macro-economic objectives of higher economic growth, lower and stabilize prices besides meeting various socio-economic obligations, social welfare commitments like redistribution of income and wealth; employment opportunities and reservation for SC, ST, OBC, & PWD. As far as the security of the country, employment generation, control over the core and strategic telecom sectors are concerned, MTNL, has been playing a major role where even greater objectives were achieved through comprehensive state intervention.

While other private players, by its very nature, are profit oriented, MTNL, as a CPSE has great contribute to the Central Exchequer by way of payment towards Spectrum License Fee, Dividend, Corporate Tax, Custom Duty, Excise Duty, VAT, Service Tax, and Interest on loans and payment of other taxes and duties.

MTNL operate under highly dynamic market conditions and faces challenge to perform as a business / commercial enterprise in an ever growing competitive environment where both the Indian private sector and international majors are fighting for market share. So ups-and-downs in the performance are inevitable.

In an era, when 'geography' has become 'history', one has to constantly anticipate change and adapt to the change. The conditions of globalization, economic integration and introduction of newer technologies demands dynamic and revitalized MTNL armed with the strength of latest knowledge, skills, values, attitudes and leadership abilities in its human capital. Human Resources in MTNL is its most important asset, strategic function and prime business partner and most versatile and valuable source of its competitive advantage.

On the face of these challenge being dealt by the MTNL, there is dire need to immediately implement 3rd PRC Pay Scales with 15% fitment along-with all the allowances, so as to inspire and motivate its employees to operate effectively in today's highly competitive environment towards promoting growth, increasing efficiency and competitiveness of the organization, thus help revitalize MTNL to enable move on revival path.

Thanking You



V K TOMAR

Chairman/ GS MEA

Yours sincerely



Convener/ GS MTNLMS

Copy to:

1. Secretary, DOT
2. Addl Secretary, DOT
3. Member (Services), DOT
4. Member (Fin), DOT
5. Jt Secretary (A), DOT
6. Director (HR), MTNL
7. Director (Fin), MTNL
8. Director (Tech), MTNL

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