



# 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](http://www.meachq.in)

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

Ref. No.: MEA/CHQ/ *EMD*

अ. एवं प्र. नि. के निजी सचिव / PS to CMD  
म.टि.लि. भिग्न कार्यालय / MTNL Corporate Office  
5वीं मंजिल, महानगर दूरसंचार सदन  
5th Floor, Mahanagar Doorsanchar Sadan  
9, सी.जी.ओ. कॉम्प्लेक्स, लोधी रोड, नई दिल्ली-110003  
9, C.G.O. Complex, Lodhi Road, New Delhi-110003

DATE : *68.03.2016*

To  
**Shri N K Yadav**  
CMD  
MTNL, New Delhi

**Subject:** Abnormal delay in neutralization of IDA @ 78.2% instead of 68.8% in the fitment during revision of IDA pay scales w.e.f.1.1.2007.....further delay will compel us to resort to intensive protest action.

Sir,

I would like to draw your kind attention towards the most legitimate demand of MEA related to merger of 78.2% of the IDA as on 1.1.2007 (instead of 68.8% already merged) with the old scales besides the fitment percentage, before arriving at the new pay scales in MTNL.

Your good self would appreciate the concern of MEA, which is an Association striving for achieving the desired level of efficiency, in so far as services of MTNL is concerned. In spite of the fact that officers and staff has no role in bringing this Company to this financial state of affairs, they are being denied their legitimate right of 78.2% fitment on the ground of poor financial condition of the company. This has been the admitted fact both by the previous government as well as the present dispensation that it was the then Government's policies and acts which are directly responsible for the poor financial conditions of the company.

Therefore, depriving the officers and staff of their legitimate right of 78.2% IDA instead of 68.8% is injustice particularly when the same percentage has already been implemented in the BSNL, our sister organization. This reduced neutralization of DA has resulted in less basic pay which further resulted in reduced allowances i.e. IDA and HRA which has cascading effect on the pension entitlements, be it gratuity, leave encashment, commutation as well as the pension itself. This loss is not one time lose, it is perpetual loss which is against the natural justice.

It will not be out of place to mention here that, since your taking over as CMD, MTNL, a new beginning has already been made by taking certain new initiatives in improving services and top line growth. Results are visible both in terms of improved services and revenue besides sensitizing the staff towards providing world class services within the available means and infrastructure. Giving the officers their

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legitimate dues will further enthuse and entail them with greater sense of responsibility in achieving the goal of revival of MTNL.

I would, therefore, request you to take the same initiative in resolving this issue of merger of 78.2% of IDA also. We have been raising this issue for quite long time and recently through peaceful demonstration in the month of June 2015. Every time management has agreed that it is legitimate right of the employees but financial condition of the company is not allowing them to implement the govt orders. When govt itself is responsible for present financial condition, then why the employees who are doing their best to improve the quality of service and financial condition of the company should suffer. We can't wait much and in case of further delay in resolving this issue, this Association will be compelled to resort to intensive protest action to get our legitimate right.

With regards,

Yours sincerely



(V.K. TOMAR)

पूरुसकार विभाग  
Deptt. of Telecom  
केन्द्रीय रजिस्ट्री  
Central Registry

Copy to:

1. Shri Ravi Shankar Prasad, Hon'ble MOC&IT, Govt of India with the request to use his good office to resolve this issue.
2. Shri J S Deepak, Secretary, DOT with the request to intervene in the matter to resolve this issue.
3. Shri P K Purwar, Director (Fin) for n/a pl
4. Shri Sunil Kumar, Director (HR) for n/a pl

पत्र प्राप्त दिनांक  
RECEIVED LETTER

MS  
9/3/16