



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)]

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Ref. No.: MEA/CHQ/DIR/HR/2021-22

To

Shri Arvind Vadnegar
Director (HR) MTNL,
Corporate Office, New Delhi

DATE : 23/09/2021

O/C

24/9/21

Subject: Long pending HR issues : A cause of concern, employee's dissatisfaction & demotivation

Respected Sir

07/09/21

Please recall our discussion held on dated 7/9/21 with your good self regarding long pending HR issues which has been a cause of concern and employee's dissatisfaction, de-motivation, demoralization, and frustration.

It is almost two years now, when Govt approved revival package whereby 80% of MTNL's staff was retrenched via VRS. We were given the impression by management that after VRS, all pending HR issues shall be resolved and company will be revived. After VRS, in spite of making huge savings in staff cost, nothing has been done towards overdue promotions and motivation of the remaining employees so as to move the company forward on revival path. On the contrary, interest of employees is completely overlooked and officers are overburdened with their status downgraded. It has demotivating and frustrating for all the officers. Owing to pending HR issues unresolved, performance of employees is affected adversely which is also impacting the overall effectiveness of company.

High degree of discontent and frustration has accumulated amongst officers because of reluctant approach of the management towards their HR issues. Therefore, we request your good self to take appropriate steps for immediate settlement of following issues to arrest discontentment amongst officers and maintain industrial peace.

1. **DPCs for regular promotion in all executive cadres**—In almost all cadres of all disciplines, regular promotions have not been done for many years in spite of the fact that all posts (above Dy Manager) are vacant whilst sufficient eligible officers are there, who are compelled to look after these vacant posts for years together. Whole system has been put on adhocism with a sense of temporariness. Denial of regular promotion for decades has demoralized, demotivated and frustrated the whole rank and files. Its beyond imagination as to why management is deliberately frustrating and demotivating its officers by denying their long due legitimate promotions. Timely promotions not only motivate officers for increased productivity, but also brings positive impact on the company & customers. Therefore, we request that all

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officers should be regularly promoted from due date of occurrence of posts/vacancies as officers can't be punished for fault/delay on part of management. Benefits of successive looking after service should also be given for eligibility for further promotion to GM posts.

2. **30% corpus for post retirement benefits for MTNL recruited officers**—2nd PRC recommended corpus with 30% of Basic +DA for terminal benefits of company recruited employees. Out of this corpus, pension & other welfare schemes are to be funded and created for company recruited employees who are not covered with Govt pension scheme. While, this fund has been created in other CPSEs including BSNL, but, it is yet to be created in MTNL. After tot of discussions with MTNL management, a committee was constituted to look into this issue, but nothing has been done so fare. So your good self is requested to take this issue forward for early settlement.
3. **Implementation of 3rd PRC**—MTNL board has already recommended to DOT for 3rd PRC implementation and DoT at the time of VRS stated during our discussion with secretary that 3rd PRC will be implemented after completion of VRS process. After VRS, financial implication in implementation of 3rd PRC is very less and company is also EBITA positive, therefore, now you are requested to take up this issue for implementation .
4. **Enhancement of limit of Indoor medical insurance Scheme:** In MTNL, indoor medical scheme is managed by medical insurance company. Maximum insured amount for entire family of MTNL employees is 6 lakhs which is insufficient in chronic cases and in today's prevailing conditions and increasing medical expenses. CMD, MTNL principally agree to get this limit increased through top up. Kindly take appropriate action to resolve this issue.
5. **Re-Inclusion of working spouse in Medical OPD scheme-** An erroneous decision to exclude working spouse from MTNL medical OPD scheme was taken few years back which is being resisted since its implementation, but management chose to ignore the hardship being faced by such employees. Now when large number of employees has retired through VRS, a very small number of employees are left whose spouses are working. And otherwise also, maximum OPD limit is fixed within which all family members are to be covered, so it is not going to create much financial implication. In BSNL and other CPSEs, working spouses are included in OPD medical scheme. Therefore, we request your good self to include working spouse in Medical OPD scheme.
6. **Increase in transport allowance and children education allowance**—Transport allowance of officers is meager at Rs 750/- per month which is too less in the metro cities. It has not been revised for last 15 years. Every officer is incurring minimum Rs 10,000/- pm on fuel while commuting from home to office. After VRS, huge saving about 80% in staff cost transport allowance shall be increased to minimum Rs 5000/- PM. Similarly, Children Education Allowance is also only Rs 250/- pm since long, which should also be revised by increasing to Rs. 5000/- PM per child, keeping in view the high fee & transportation cost being incurred in the metro cities.

7. **Pending cases of antedating promotions:** There are some cases of SC/ST officers, pending for a quite a long time. Kindly get these cases without any further delay

We hope your good self will understand the need of early settlement of these issues and take appropriate steps at your end.

We assure our full support and cooperation in all positive efforts of the management for improving services and increasing revenues for the company.

With kind regards

Yours sincerely



(V K Tomar)

Copy for information & necessary action to:

1. Shri P K Purwar, CMD, MTNL
2. Mrs Yojna Das, Director (Fin), MTNL
3. Shri S K Mishra, Director (Tech), MTNL
4. Shri Bheem Singh, ED, MTNL, Delhi
5. Shri Deepak Mukherjee, ED, MTNL, Mumbai

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10. BSNL - Absorption