

MTNL EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS, NEW DELHI

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



V.K. Tomar

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Ref. No.: MEA/ Delhi/2

To,
Thiru A.Raja
Hon'ble Minister for communication & IT
Govt of India.

Subject:- Representation- Regarding inclusion of MTNL in A+ Category for implimentation of recomandattion of pay revision Committee for executives of CPSEs.

Sir,

The second pay revision committee for central public sector Enterprises headed by hon'ble justice Shri.M.Jaganatha Rao had submitted their recommendations on 30th may 2008. We understand that the government is examining the recommendations and after receiving the comments from different administrative ministries, department of public enterprises is now preparing to take the recommendations of pay committee to the union cabinet. We have already represented our case before your good self through our letters, MEACHQ dated 12-06-2008 and MEA/CHQ dated . We once again put our concern before you in brief.

The pay revision committee went beyond its terms & reference and reorganized the CPSEs and thereafter linked the pay, allowances and retirement benefits for the executives to various categories of enterprises with the category of CPSE. In doing so the size of enterprises was the major determinant factor. **Thereby some companies in some sectors come with in A+ category. And MTNL has been put in A category while BSNL is in A+ category. So, the executives working in MTNL can not get wage equivalent to A+ companies.**

We believe that your good self would not allow the situation wherein merely on account of the size, MTNL would not be able to attract and retain vital talent necessary to meet the market challenges.

Salient factors necessitating higher pay scales in MTNL:

1. All the talent at executive level, which MTNL requires, are in the category of highly paid in the today's job market. All these TECHNOCRATS, MARKETING, HR, MM and FINANCIAL Professionals are highly paid in the external market and to attract and retain the performing executives need comparable higher salary.
2. Service industry word over are performing in highly competitive environment requiring equally competitive and performing employees especially in their executive/managerial positions to tide against the turbulent business environment and to proceed forward along with the other non-executive employees. It requires comparable and certainly higher salary than manufacturing sector.
3. Several performing executives have started quitting MTNL for inferior pay scales in the MTNL.
4. Location of company's business in the METRO cities of Delhi and Mumbai adds to the additional expense for location specific higher living expenses and other such unavoidable expenses on status, health and environmental issues.
5. MTNL is a profit making company and has been contributing revenue to the exchequer regularly since its formation. On the other hand, no private telecom service providing company had dared to pay dividend to its shareholders till date except the MTNL.

When skills required for competitive advantages are in greater demand, if MTNL does not respond with competitive pay packages, it will phase out. MTNL being in dynamic business environment has to ensure that their compensation package attract and retain the persons required for maintaining a competitive edge with the demands of the emerging national and global economic scenario. Pay structure for MTNL must therefore be excellent to be supportive of its organizational business goals, new challenges and opportunities and relative to the competitors and aimed to enhance the productivity and fulfillment of business goals.

In the light of above facts and figures, we humbly request your good self to take up the case in central cabinet for putting MTNL in A+ category also to avoid further discrimination in MTNL & BSNL.

With regards

Yours truly



(V.K. Tomar)

Copy to:

1. Secretary, DOT, Sanchar Bhawan, New Delhi.
2. CMD, MTNL, New Delhi