

Monthly Remuneration received by officers & employees including system of compensation

[Section 4(1) (b) (x)]

<p>(i) List of employees with Gross monthly remuneration</p>	<p>The remuneration of the absorbed officers of the Company is governed by the guidelines of the Department of Public Enterprises, Government of India. The pay scales of officers are of Industrial DA pattern. Officers of various organized group services, (i.e DOT) who are deployed to MTNL are governed by the pay and allowances and the rules of Central Government. The remunerations of workmen are fixed through negotiations with Workmen's Union subject to the overall guidelines of Department of Public Enterprises, Government of India. List attached</p>
<p>(ii) System of compensation as provided in its regulations</p>	<p>In general employees receive a base salary and salary related housing and other allowances, productivity based incentive payments and certain benefits, including a pension/gratuity plan, medical benefits for themselves and certain members of their immediate families and post retirement medical benefits for retired employees.</p>