

**MAHANAGAR TELEPHONE NIGAM LIMITED**  
**O/O THE EXECUTIVE DIRECTOR, DELHI TELEPHONES,**  
**K.L. BHAWAN, JANPATH, NEW DELHI-50**

No. STA-I/Exec.Prom.Policy/E-2 to E-3/2012-13/10  
Dated at New Delhi the 10/12/2012

**SUB: IDA Scale Up-gradation of Executives from E-2 to E-3 grade under Time Bound Executive Promotional Policy under MTNL.**

In pursuance of the order contained in MTNL, Corporate Office, New Delhi No. MTNL/CO/Pers. II/Prom. Pol. Exec./07 dated 11.9.2007 and MTNL/CO/Pers-II/Prom Pol-Exec/07/851 dated 31-03-2009, the following Executive is hereby granted IDA pay scale of Rs.20600-46500 (E-2) to Rs. 24900-50500 (E-3) on completion of 5 years of qualifying service including training period in their current IDA scale with effect from the dates as shown against his name.

Sl. No	Name of Officer S/Sh./Smt.	Staff No	Unit of Posting	Tentative date of up-gradation in E-3 grade
1	HAR HIMANSHU KUMAR	D5029103	CPSL	19/11/2010

The Executive who were officiating at the time of placement in the up-graded scale of E-3, in the cadre of SDE in local arrangement may be reverted to their substantive post from the date of issue of IDA up-gradation orders and they will be deputed to look after the work of SDE with prospective effect with no drop in emoluments due to the implementation of IDA scale up-gradation orders.

On up-gradation to the IDA scale, the pay of the officers will be fixed as per rules. If the officer was on leave on the due date of up-gradation, it will take effect from the date, the officer assumed charge.

Before fixation of pay in the up-graded scale, the concerned Accounts Officer will verify afresh the date on which the IDA scale was last fixed as given above and the date of completion of 5 years of continuous service including training period of these officers from their respective service books. In case of any anomaly, the fixation in the higher scale will not be given effect and case may be referred to this office immediately for further necessary action.

Consequent to up-gradation of IDA pay scale of the Executives, there will be no change in substantive status, designation, duties and responsibilities to the Executives unless any change is ordered in any specific context.

In case any disciplinary/vigilance case is pending against the officers mentioned in the Annexure or where in respect of officers any punishment like stoppage of increment/punishment etc. is current, the fact should be reported to this office and the officer should not be given IDA up-gradation.

.....2....



Every Executive whose pay is up-graded to next higher IDA pay scale will have to compulsorily undergo TWO Weeks of training (One week in Administration/Management/Customer Care and one week in latest developments in core competence area) for being eligible for drawl of SECOND increment in the up-graded IDA Scale i.e., the training is to be completed within a period of two years from the date of up-gradation to the higher scale. The Executive who fails to successfully undergo the prescribed TWO weeks training will not be eligible for consideration of next IDA scale up-gradation even if he/she is due for up-gradation otherwise. The detailed instructions with regard to training will be issued later on.

The following categories of Executives are exempted from undergoing two week mandatory training as mentioned in the above para viz. who

- (a) have separated from the company,
- (b) would be superannuation within a period of two years from the date of issue of the upgradation orders and
- (c) were covered under the review dates for the year 2004, 2005 and 2006

The provision of training shall remain in operation for all other executives who do not fall under the above categories and whose reviews are due on 01/10/2007 onwards.

No claim what so ever can be made by any Executive by comparison on grounds of seniority, class, community, cadre, stream etc. Further, except as provided in the Time Bound Promotion guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation, substantive status etc.

The units of these Executives shown above are as per the record available in this office. Even if there is any change in the unit, this order may be given effect to by GMs under whom they were working at that time without waiting for amendments, and under intimation to this office. Any other discrepancies if noticed please intimate immediately for issue of necessary amendment to this office.

Necessary charge reports may be sent to all concerned.

This has got the approval of the Competent Authority.

  
(MADAN GOPAL)

Sr. MANAGER (ADMN.-I) HQ.

Copy to :-

1. GM (HR), MTNL, Corporate office, Delhi.
2. GM (Fin.), MTNL, Delhi.
3. GM's concerned MTNL, Delhi.
4. SA to ED, MTNL, Delhi.
5. AGM(Bldg.)/SDE(HRIS)/SDE(DM)/SDE(Trg. Coord), MTNL, Delhi.
6. AO(P&A)'s Concerned. It is requested to ensure that order is implemented as per instructions contained in Corporate Office letter no. MTNL/CO/Pers.II/Prom. Pol. Exec./07 dated 11.9.2007 and MTNL/CO/Pers-II/Prom Pol-Exec/07/851 dated 31-03-2009. In case of any doubt, necessary clarification may please be sought from this office before implementation.
7. Office copy/Master File/Personal file.