

MAHANAGAR TELEPHONE NIGAM LIMITED
O/o THE EXECUTIVE DIRECTOR, K.L.BHAWAN, JANPATH, N.D-110050

No. STA-I/Exec.Prom. Policy/E-3 to E-4/2011-12/12
Dated at New Delhi the 05/09/2012

SUB: IDA-Scale Up-gradation of Executives from E-3 to E-4 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 cited above, the following Executives are hereby granted IDA Scale Up-gradation from the IDA pay scale of Rs.24900-50500 (E-3) to Rs.29100-54500 (E-4) on completion of 5 years of qualifying service in their current IDA scale with effect from shown against their names.

Sl. No.	Name of the Officer S/Sh./Smt.	Staff No	Unit of Posting	Tentative date of up-gradation in E-4 Scale
1	AJAY KUMAR	JE-5111	BCP	07/01/2012
2	OM PRAKASH VERMA	JE-5094	CENTRAL	07/01/2012
3	DHARM SINGH	JE-5103	CENTRAL	07/01/2012
4	NARENDER DUTT	JE-5107	EAST	07/01/2012
5	OMPAL SINGH DHAMA	JE-5091	EAST	07/01/2012
6	BABU LAL	JE-5118	EAST	07/01/2012
7	SATBIR SINGH	JE-5115	NORTH	07/01/2012
8	VINOD KUMAR	JE-5095	NORTH	07/01/2012
9	HARISH CHANDER PANDEY	JE-5108	NP	07/01/2012
10	SATTI MEGHANI	JE-5098	NP	07/01/2012
11	SATISH KUMAR	JE-5114	NP	07/01/2012
12	AJIT PAL SINGH	JE-5092	TRANS	07/01/2012
13	AJIT SINGH	JE-5090	TRANS	07/01/2012
14	PARVEEN KUMAR	JE-5106	TRANS	07/01/2012
15	RAKESH BABU	JE-5102	TRANS	07/01/2012
16	ASHOK KUMAR BANSAL	JE-5093	TY	07/01/2012
17	NARESH BALA KATYAL	JE-5097	EAST	07/01/2012
18	TRILOK KUMAR	JE-5100	TY	07/01/2012
19	RAJ KUMAR	JE-5101	WEST	07/01/2012
20	RAVINDER KUMAR	JE-5110	WEST	07/01/2012
21	SUNIL NEGI	JE-5099	WEST	07/01/2012
22	PARDEEP KUMAR	JE-5105	WS	07/01/2012
23	RAMESH CHAND SHARMA	JE-5109	WS	07/01/2012
24	MAHENDRA BABOO	JE-5112	BCP	07/01/2012
25	ASHOK KUMAR SAINY	JE-5120	BB-O	28/01/2012
26	JITENDRA KUMAR	JE-5124	BB-O	28/01/2012
27	CHANDER BHAN	JE-5143	BCP	28/01/2012
28	ANIL KUMAR	JE-5119	LC	28/01/2012
29	OMPRAKASH CHAUHAN	JE-5128	NP	28/01/2012
30	CHANDER PRAKASH VERMA	JE-5125	PLG-DEV	28/01/2012
31	CHET RAM	JE-5146	PLG-DEV	28/01/2012
32	MUKESH KUMAR	JE-5127	TF-CWG	28/01/2012
33	SUDHIR KUMAR	JE-5133	TRANS	28/01/2012
34	AJAY KUMAR MUKHI	JE-5131	TY	28/01/2012
35	RACHNA CHAWLA	JE-5122	TY	28/01/2012
36	OM DUTT SHARMA	JE-5140	WEST	28/01/2012
37	SHAILENDRA SINGH	JE-5121	WEST	28/01/2012
38	BHOO DEV SINGH	JE-5141	WS	28/01/2012
39	JAG MOHAN SINGH	JE-5147	WS	28/01/2012
40	RAJESH KUMAR SAINI	JE-5137	WS	28/01/2012
41	RAMESH CHAND	JE-5123	WS	28/01/2012

No.	Name of the Officer S/Sh./Smt.	Staff No	Unit of Posting	Tentative date of up-gradation in E-4 Scale
42	RAS BIHARI SINGHAL	JE-5132	WS	28/01/2012
43	VIJAY KUMAR GUPTA	JE-5144	WS	28/01/2012
44	VINOD KUMAR	JE-5134	WS	28/01/2012
45	VINOD KUMAR	JE-5142	WS	28/01/2012

However, the date of effect may be given in accordance with MTNL Corporate Office letter referred above as per para 3.1 if the tentative date of promotion is different, under intimation to this office.

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

Further IDA scale granted to any Executive by virtue of any local officiating arrangement will not count for the purpose of IDA pay scale up-gradation.

Since the first review under Executive Up-gradation policy is to be made with reference to 01-10-2004, any up-gradation due to the Executive on or before 01-10-2004 bases on earlier time bound policies, such up-gradations will be granted to the executives on the basis of options as one time relaxation if he/she is willing for such promotion in accordance with the concerned regulatory conditions. Options once exercise shall be final. The subsequent eligibility for IDA pay scale up-gradation of such executive will be governed by MTNL's Executive Time Bound Up-gradation scheme.

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 above 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.

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

- have separated from the company,
- would be superannuation within a period of two years from the date of issue of the up-gradation orders and
- 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 are presently working 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.

Copy to :-

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

(MADAN GOPAL)
Sr. MANAGER (ADMN.-I)