

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

No. STA-I/Exec. Prom. Policy/E-2 to E-3/2010-11/I/06
Dated at New Delhi the 09.08.2011

SUBJECT: IDA Scale Up-gradation from E-2 to E-3 of Executives 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.20600-46500 (E-2) to Rs.24900-50500 (E-3) on completion of 4 to 6 years of qualifying service including training period in their current IDA scale with effect from the dates as 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-3 scale
1	JOGINDER PAL	GO20054120	CENTRAL	01/10/2004
2	AJAY KUMAR	GO20053994	PLG-DEV	01/10/2004
3	MADAN MOHAN PATHAK	GO20054150	WEST	13/06/2009
4	BAL RAM	JE4287	NP	01/10/2010
5	VIRENDRA KUMAR	JE4344	NORTH	24/11/2005
6	AMARUDDIN	JE4545	WS	27/04/2006
7	RAKESH BHARDWAJ	JE5240	EAST	26/08/2007
8	SANJAY RATHEE	JE5319	EAST	09/09/2008
9	ANIL KUMAR BHATIA	JE5293	IT	09/09/2008
10	SUNIL KUMAR SHARMA	JE5292	NORTH	09/09/2008
11	SUNEETA GUPTA	JE5312	IT	06/10/2008
12	OM SHIV SHARMA BHARDWAJ	JE5294	NORTH	07/10/2008
13	RAJENDRA KUMAR SHARMA	JE-4594	TRANS	01/10/2005
14	DHARAM PAL SINGH	JE-5298	NORTH	09/09/2008

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 under FR-22-I(a)(I). Option, if any, in this regard, may be addressed to the respective AO(P&A)'s within one month from the date of issue of this order, for the fixation of pay under this rule. 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. 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 Executives 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 exercised shall be final. The subsequent eligibility for IDA pay scale up-gradation of such executives will be governed by MTNL's Executive Time Bound Up-gradation scheme.

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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

- (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 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.

Madan
09/8/11

(MADAN GOPAL)

SENIOR MANAGER (ADMN.-I)HQ

Copy to :-

1. ED(WS), MTNL, Delhi.
2. GM(HR), MTNL, Corp office, Delhi.
3. GM(Fin.), MTNL, Delhi.
4. GM's concerned MTNL, Delhi.
5. SA to ED., MTNL, Delhi.
6. SDE(HRD)/AGM(Bldg.)/SDE(Trg./Coord) MTNL Delhi.
7. AO (P&A)'s concerned. It is requested to ensure that orders are implemented as per instructor contained in Corporate Office letter no. MTNL/CO/Pers.II/Prom. Pol: Exec./07 dated 11.9.2007 an 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.
8. Office copy/Master File.