

MAHANAGAR TELEPHONE NIGAM LIMITED
% THE EXECUTIVE DIRECTOR, K.L.BHAWAN, JANPATH,
NEW DELHI-110050

No. STA-I/Exec. Prom. Policy/E-4 to E-5/2010-11/75
Dated at New Delhi, the 23/04/2012

SUB: **IDA Scale Up-gradation from E-4 to E-5 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 further clarification received vide letter no. MTNL/CO/Pers. II/Prom. Pol. Exec./07588 dated 24.9.2008, the following Executives are hereby granted IDA Scale Up-gradation from the IDA pay scale of Rs.29100-54500 (E-4) to Rs. 32900-58000 (E-5) on completion of 4 to 6 years of qualifying service in their current IDA scale with effect from the dates as shown against their names.

Sl. No.	Name of the Officer S/Shri	Staff No	GM(UNIT)	Tentative date of up-gradation in E-5 grade
1	N.C. PANWAR	GO-13494	PLG & DEV	19/11/2006
2	DESH RAJ	GO-12645	MM	24/12/2006
3	RAMESH CHAND	GO-13499	WS	01/01/2007

The Executives who were officiating at the time of placement in the up-graded scale of E-5, in the cadre of DE in local officiating arrangement may be reverted to their substantive post from the date of issue of IDA upgradation orders and they will be deputed to look after the work of DE 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 as given above and the date of completion of 4 years of continuous service of these officer from their respective service books and ensure that the Executives Basic Pay in the current IDA scale has crossed/touched the lowest of the IDA pay scale of next higher scale of i.e (E-5) on the above specified due dates of promotion or completed 6 years of service in the current IDA scale whichever is earlier. 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.

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 orders 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.

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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

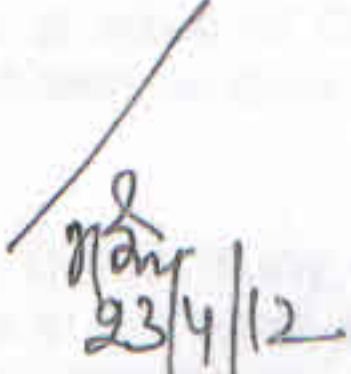
The provision of training shall remain in operation for all other executives who do not fall under the above categories and whose reviews are due on 01/10/2007 onwards.

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 in the annexure 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 GOPAL)

SENIOR MANAGER (ADMN.-I) HQ.

Copy to :-

1. ED(WS), MTNL Delhi.
2. GM (HR), MTNL, Corporate office, Delhi
3. GM's Concerned MTNL, Delhi.
4. GM (Fin.), 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 order is implemented as per instructions contained in Corporate Office letter no. MTNL/CO/Pers.II/Prom. Pol. Exec./07 dated 11.9.2007. In case of any doubt necessary clarification may please be sought from this office before implementation.
8. Office copy/Master File.