

महानगर टेलीफोन निगम लिमिटेड

(भारत सरकार का स्वामित्व)

निगम कार्यालय

MAHANAGAR TELEPHONE NIGAM LIMITED

(A GOVERNMENT OF INDIA ENTERPRISE)

CORPORATE OFFICE



MTNL/CO/Pers.II/Pran Pol-Exe/07/1637
March, 2010

OFFICE ORDER

Sub: Clarifications on the issues arising out of retrospective scale upgradations under "Time Bound/Post Based Promotion Policy for Group 'B' level Executives/Officers of MTNL"

Consequent upon implementation of the above mentioned policy, Units have brought out certain types of practical problems in respect of fixation of pay in some categories of executives wherein drop in emoluments is noticed upon implementation of the policy.

Accordingly, the matter has been examined in detail in consultation with Finance Wing and the following clarifications are issued for implementation:

S.No	Situation that arose	Solution
1.	Whether the action, vide O.M.No. STA-1/1-22/CAO/revision/2008/30 dt.12.08.2008 of Delhi unit Administration in treating, retrospectively, the past local officiating period as "LOOKING AFTER ARRANGEMENT" on account of the scale up gradation overlapping with the same period, resulting in drop in emoluments, is in order?	By declaring so, the past Officiating promotion ordered specifically against a functional post, duties of which were already discharged by the employee gets undone, also with a drop in emoluments. Therefore, the same is <u>not</u> in order.
2.	In certain cases of E-2 Officers who have locally officiated in E-3 for long time and earned one or two increments, when upgraded to E-3 under the policy and pay fixed w.r.t. their substantive E-2 scale, it results in drop in emoluments. How to approach the situation?	Since the executives, by way of their past officiating in higher grades have earned increments, there cannot be a drop in their pay when they stand upgraded to the same scale on a later date. Therefore, the pay drawn at the time of issuing up-gradation orders shall be protected.
3.	In certain cases of E-2 Officers, who are already promoted to E-3 on regular basis on a date after 01.10.2004, when upgraded to E-3 retrospectively from 01.10.2004, the pay that arrived at w.r.t. substantive E-2 results lesser than what has been fixed on account of regular promotion happened later? How to approach the situation?	----Same action as above--
4.	Some Executives in E-3 scale have Officiated on local arrangement in higher post in the same scale. Thereafter they are regularly promoted to that higher post on 30.11.2006. On a later date in 2008	In normal course, the pay of such Officer in E-4 pay scale shall be fixed on 01.10.2004 w.r.t. the pay in E-3 scale held on regular basis and shall be carried forward.