



# MAHANAGAR TELEPHONE NIGAM LIMITED

(A GOVT. OF INDIA ENTERPRISE)

DELHI UNIT  
NEW DELHI

## BROCHURE

### PERMANENT ABSORPTION OF GROUP 'A' & 'B' OFFICERS WORKING IN MTNL

#### ENCLOSURES :

1. LETTER NO. MTNL/30-111/HRD/2001-02/21 DATED 29-01-2002.
2. DOT OM NO. 400-41-98 STG-III DATED 14-01-2002.
3. DOT OM NO. 400-41-98-STG-III DATED 28-12-2001.
4. DOT OM NO. 400-41-98-STG-III DATED 08-05-2000.
5. DETAILS OF POSTS (ANNEXURE 'A')
6. PROVISIONAL TERMS & CONDITIONS (ANNEXURE 'B')
7. REVISED OPTION FORM (ANNEXURE 'C')
8. SERVICE PARTICULARS PROFORMA

**MAHANAGAR TELEPHONE NIGAM LIMITED**  
**DELHI UNIT**

No. MTNL/30-111/HRD/2001-02/21

Dated :-29-01-2002

Sub. : Permanent absorption of Gr. "A" & "B" officers in MTNL.

Ref. Ministry of Communication, Department of Telecom OM No. 400-41/98-STG-III dated 08-05-2000.

1. In pursuance of DoT OM No. 400-41/98-STG-III dated 08-05-2000, options were called from all Gr. "A" & "B" officers and certain other Gr. "C" officials vide this office letter no. MTNL/30-111/HRD/2000/200 dated 12-06-2000.
2. Vide DoT letter no. 400-41/98-STG-III dated 28-12-2001 and 14-01-2002 certain Clarifications and the revised pro-forma have been issued for exercising option for absorption of Gr. "A" & "B" officers in MTNL in term of OM dated 08-05-2000.
3. Wide publicity may be given by the controlling officers of the respective units regarding DoT letter no. 400-41/98-STG-III dated 28-12-2001 and 14-01-2002 and sufficient copies of the blank revised pro-forma should be made available to all eligible officers for exercising option for absorption in MTNL.
4. Revised option form & service particular as per details in Annexures should be given to all eligible officers under acknowledgement & duly filled up options should also be acknowledged by controlling officer.
5. All the interested officers (including those who exercised their options earlier) may kindly exercise their options in the "Revised Pro-forma" enclosed herewith. The officers presently on deputation / training / on leave may also be asked to exercise their option. **The last date for exercising the option for absorption in MTNL is 28-02-2002.**
6. The aforesaid revised option form and form showing service particulars of optees [4 copies each] duly verified by AO (P&A) should reach General Manager (Admn.), MTNL, HQ, New Delhi **through office of the respective General Managers as early as possible but not later than 04-03-2002.** It may be ensured that the options exercised by the officers should be cadre wise before submitting to this office for onward transmission to DoT.



Dy. General Manager (Admn.)  
MTNL, HQ,  
New Delhi

Encl. As stated above.

To

Sh. / Smt. / Km.

Through concerned Area GM / GM.



**Government of India**  
**Department of Telecommunications**  
**Sanchar Bhawan, 20, Ashoka Road, New Delhi-1**  
**(STG-III Section)**

**No. 400-41/98-STG-III**

**Dated : January 14, 2002**

To

The CMD BSNL / MTNL / TCIL.

All Heads of Telecom. Circles / Distts / Regions / Projects and other Administrative Units, BSNL.

All Sr. DDsG/DDsG/Jt. DDsG/Directors/AdsG/Ads, DOT/BSNL/TEC.

**Subject : - Absorption of Group 'A' and 'B' officers in MTNL.**

Sir,

In continuation to this office O.M. No. 400-41-98-STG-III dtd. 8.5.2000 and subsequent clarification vide O.M. No. 400-41/98-STG-III dtd. 28.12.2001 (copy enclosed for ready reference), on the above subject, I am directed to enclosed herewith a revised proforma for exercising option in terms of this office O.M. dated 8.5.2000. Sufficient copies of the blank proforma may be made available to all officers in your respective units.

Yours faithfully,

Sd/-

(Dr. Vincent Barla)

Asstt. Director General (STG-III)

Encls : As above.

Copy to :-

ADG (SGT) / US (SNG) / US (SEA) / SO (CSE) / US (CWG) / ADG (A&E), DOT  
for information and further necessary action.



**Government of India**  
**Department of Telecommunications**  
**Sanchar Bhawan, 20, Ashoka Road, New Delhi-1**  
**(STG-III Section)**

**No. 400-41/98-STG-III**

**Dated: December 28, 2001**

To

CMDs BSNL/MTNL.

All Heads of Telecom. Circles/Distt./Regions/Projects and Other Administrative Units of BSNL.

All DDsG/Directors/Jt. DDsG/ADsG DOT/BSNL/TEC New Delhi.

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**Subject : Permanent absorption of Group 'A' & 'B' officers in  
Mahanagar Telephone Nigam Limited - Clarifications regarding.**

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The undersigned is directed to issue the following Clarifications, in accordance with the Judgement and Order dated 12-10-2001 passed by Hon'ble CAT (Principal Bench) in OA No. 1252/2000; Indian Telecom. Service Association Vs. Union of India; to the Office Letter No. 400-41/98-STG-III dated 8-5-2000 and these Clarification may be read together with the Office Letter:

1. These Clarifications shall be applicable to both, Group 'A' and Group 'B' officers.
2. The officials not opting for permanent absorption in MTNL will be governed by the Indian Telecom Service (Group 'A') Recruitment Rules, 1992 or the TES (Group 'B') Recruitment Rules, 1996 or other applicable relevant rules to the particular Group 'A' and Group 'B' service, as modified, amended or replaced from time to time including other rules and instructions applicable to the equally placed civil government servants.
3. The services of the officials not absorbed in MTNL shall be utilized either in Bharat Sanchar Nigam Ltd. (BSNL) on deemed deputation or in the Department of Telecommunications including telecom. Engineering Centre (TEC) and all of them will be governed as per the rules described in Para 2 above.
4. The officials mentioned in Para 3 above will be asked to opt for permanent absorption in BSNL if and when appropriate scheme is finalized.
5. All the interested officers including those who exercised their options earlier if so desire, may kindly exercise their options latest by **28th February, 2002.**

Sd/-

(Dr. Vincent Barla)  
Asstt. Director General (STG-III)

Copy to:-  
1. All Cadre Authorities.  
2. All Unions/Associations.



**GOVERNMENT OF INDIA**  
**DEPARTMENT OF TELECOMMUNICATION SERVICES**  
**SANCHAR BHWAN, 20 ASHOKA ROAD, NEW DELHI-1**  
**(STG – III SECTION)**

No. : 400-41/98-STG-III

Dated : 08-05-2000

To,

All Heads of Telecom, Circles/Distts/Regions/  
Projects and other Administrative Units.

All DDsG/Directors/ADsG, DOT/DTS/TEC, New Delhi  
CMD, MTNL, New Delhi

**Subject :- Permanent absorption of group 'A' & 'B' officers in MTNL.**

1. The undersigned is directed to say that it has been decided to fill up all the posts of Group 'A', 'B' and certain Group 'C' posts having all India transfer liability in MTNL on permanent absorption basis and to call for options in respect of officers as shown in Annexure – 'A'. The detailed terms and conditions and pay scales on permanent absorption in MTNL are given in Annexure 'B'. All the interested officers may kindly exercise their options in the prescribed proforma as at Annexure – C, latest by **15/08/2000**. Options in respect of JTOs for permanent absorption is called for from JTOs who are working in MTNL only.
2. Options once exercised shall be final. All the officers who do not exercise their options will be treated to have opted for DTS.
3. Selection of officers opting for MTNL will be strictly on the basis of their seniority in their respective cadre. Since due to litigation, DPC in some of the services could not be conducted for quite long time, hence all the officers promoted on TCHQ orders will be treated in promoted cadre provided they have assumed the charge of higher cadre. Cadrewise options received are to be forwarded as under :-

<u>Cadres</u>	<u>Options to be forwarded to</u>
GCS Gr. 'B' & JAG/SAG/PGM/CGM Grade of ITS Group 'A'	ADG(STG-III)
SDEs/Sr. SDEs & JTS/STS Grade of ITS Group 'A'	ADG(SGT)
JTO	ADG(STC)
JAO/AAO/AO/Sr. AO/CAO/DGM/GM(F)	US(SEA)
JE/AE/EE/SE/CE (Civil)	SO (CSE)/US (CWG)
JE/AE/EE/SE (Elect.)	ADG (A&E)



4. Wide publicity may be given by the controlling officers, so as to enable all eligible officers/staff are informed. The officers presently on deputation/training/on leave may also be asked to exercise their option.
5. The option form should be serially numbered with name of cicle (for example Guj/01, Guj./02 and so on) and serially numbered option form should be issued under receipt to avoid any administrative problems in future. A copy of receipt so obtained from officers/officials should be consolidated at Circle level and sent to prospective cadre controlling authorities.
6. Options excercised by officers/officals should be consolidated at Circe level cadrewise/ senioritywise and sent to respective cadre controlling authorities by **1-9-2000** positively.
7. Options recieved after **01/09/2000** will not be entertained under any circumstances.

Sd/- .  
(S.K. Gupta)  
Director (ST-II)  
Tele Ph.: 3032757

**Encls : As Above.**

**Copy to :-**

1. ADG (SGT)/ADG (STC)/US (SEA)/SO (CSE)/US (CWG)/ADG (A&E) for information and further necessary action.
2. CMD, TCIL, TCIL Bhawan, Greater Kailash-I, New Delhi. He is requested that the terms and conditions and other details for permanent absorption in MTNL may kindly be circulated (under receipt) to all the officers presently on deputation with the TCIL and options received may be forwarded to this office **positively by 01.09.2000.**



## ANNEXURE-A

Sl. No.	Post
<b>TELECOM</b>	
1.	CGM
2.	PGM
3.	GM
4.	DGM
5.	DE
6.	ADET
7.	SDE
8.	JTO
<b>FINANCE</b>	
9.	GM(F)
10.	DGM(F)
11.	CAO
12.	ACAO
13.	AO
14.	AAO
15.	JAO
<b>CIVIL WING</b>	
16.	CE(CIVIL)
17.	SE(CIVIL)
18.	EE(CIVIL)
19.	AE(CIVIL)
20.	JE(CIVIL)
<b>ELECTRICAL WING</b>	
21.	SE(ELECT)
22.	EE(ELECT)
23.	AE(ELECT)
24.	JE(ELECT)
<b>GCS POST</b>	
25.	PERSONNEL OFFICERS
26.	Sr. P.A.
27.	CONFD. ASSTT.
28.	ADMN. OFFICER
29.	WELFARE OFFICER
30.	PRO
31.	ASSTT. DIR. (OL)
32.	SECURITY OFFICER



## **ANNEXURE – B**

### **PROVISIONAL TERMS AND CONDITIONS FOR PERMANENT ABSORPTION OF DOT STAFF (GROUP A & B) IN THE SERVICES OF MAHANAGAR TELEPHONE NIGAM LTD.**

#### **1. Date of Absorption**

The employees in question will be permanently absorbed in the services of MTNL w.e.f. 01.10.2000. From the said date they will cease to be Govt. Servants. Such of the Govt. Servants working presently in MTNL and who are not absorbed will be transferred to other circles by DOT.

#### **2. Terms and Conditions**

- i) From the said date such employees belonging to Group A & B who opt for absorption into MTNL will continue to carry their existing designation, Central govt. Pay scales and other allowances as are presently drawn by them on the date of absorption till their change over to equivalent IDA related pay scales. The proposed equivalent IDA pay scales for different grades are as per enclosure. The employee will have the option to continue in Govt. pay scales on absorption. However on promotion in the Company, the employee concerned will have to change over to IDA related pay scales as per Govt. Rules, since the retention of CDA pay scales after absorption is permissible only till promotion or retirement whichever is earlier as per DOPT orders.
- ii) IDA pay scales and related benefits to be extended, subject to option from the date of absorption and this exercise will be completed in 2 months from the date of absorption.

PSU service conditions (i.e. IDA related pay scales, allowance, perks & fringe benefits etc.) as are presently applicable to directly recruited employees of the Company, will be made applicable to the employees in question on their permanent absorption in the Company with effect from the date of absorption subject to their opting for it. However, until the exercise of this option, they will continue to be governed by the pay scales, leave entitlement and terminal benefits under the GOVT., they will not be entitled to benefits admissible under IDA Pay Scales till exercise of option for change over from CDA Pay Scales to IDA Pay Scales.

(Authority : Para 4 of DOPT OM No. 4/18/87-P & PW(D) dated 5th July, 1989)

- iii) MTNL Conduct, Discipline and Appeal Rules will be applicable from the date of Absorption. Safeguards relating to Security of Service from dismissal/removal ensured as per Govt. Orders.



From the date of absorption, the employees in question will become Company employees of MTNL. The employees in question will be governed by MTNL's Conduct, Discipline and Appeal Rules as approved by MTNL Board in the year 1998. These are mostly similar to conduct, discipline and appeal rules of other similar PSUs. However, dismissal/removal from the service of MTNL after absorption for any subsequent misconduct shall not amount to forfeiture of his retirement benefits for the service rendered in the Central Govt. Also in the event of dismissal/removal of such an employee from MTNL (i.e. DOT staff permanently absorbed in MTNL), the employee concerned will be allowed protection to the extent that DOT will review such order before taking a final decision.

(Authority : Para 5 of DOPT OM No. 4/18/87-P & PW(D) dtd. 5th July, 1989)

- iv) DOT Staff against whom disciplinary cases are pending will be allowed to exercise their option but their absorption will be decided when their cases are settled.

v) **Residential Quarters**

Those employees who are already working in MTNL, Delhi/Mumbai and in occupation of a Govt. quarter will be allowed to continue with the same on absorption in Delhi/Mumbai. Others who are in occupation of a quarter of DOT/Estate Pool will be provided equivalent MTNL quarter in phased manner. Allotment of quarters to employees other than the above category will be made by MTNL from their own quota as per prevailing rules.

vi) **Age on Superannuation**

Age of superannuation for all the non-Board level employees in MTNL will be 60 years and this will be regulated in accordance with rules framed for the Nigam employees.

vii) **Settlement of Pensionary and other benefits on permanent absorption in MTNL.**

This will be regulated in accordance with DOPT OM No. 4/18/87-P&PW(D) dt. 5th July, '89 and OM No. 4/42/91-P&PW(D) dt. 31.3.95 and as amended from time to time. The employees have both the options of continuing with Govt. Pension Scheme or adopt PSU pensionary scheme.

viii) **Seniority**

The existing Inter-se seniority in the concerned gradation list of DOT will be maintained in the Company.

- ix) Settlement of Leave will be regulated by one of the options as may be exercised by the employees as under :-



- a) As per DOPT OM No. 4/8/85-P&PW(D) dt. 30.10.86, earned leave at the credit of Govt. servant at the time of absorption in a PSU on conversion of Central Govt. Dept./ Office as such, may be allowed to be encashed subject to maximum ceiling limit under the rules. Half Pay leave will stand forfeited.

OR

- b) Barring those employees who opt for encashment of leave on absorption, the leave of whatever type in the credit of employees in question as on the date of Permanent absorption in MTNL will be carried forward in their respective leave account in MTNL which will be treated as "Opening Balance" on the said date. Further leave will also be earned by them in accordance with their existing leave rules applicable to them till their switching over to IDA Pay Scales. Encashment of EL after absorption will be regulated under MTNL Encashment of EL Rules.

**x) Transfer of GPF Accumulations MTNL PF Trust**

DOT staff who exercise option for monthly prorata pension on the date of absorption, their GPF accumulations will be transferred to MTNL PF Trust from the date of absorption and they will become beneficiary of the MTNL PF Rules. However, those who opt to be governed by pension benefits available under the Govt. on retirement/superannuation, their GPF account will remain intact as they will be beneficiary of GPF scheme as in the Govt.

**xi) Compassionate Appointment Scheme**

MTNL has formulated a scheme for compassionate appointment taking into account the salient features of the similar scheme vogue in DOT. However, such compassionate appointments will be generally in non-executive category (Gr. C&D). In case of exceptionally qualified candidate, CMD, MTNL may relax the above and consider such appointment in executive category also.

**xii) Promotional Avenues**

Promotion of the Officers will be made time bound by personal upgradation of posts upto the level of JAG Selection Grade and beyond JAG Selection Grade the same will depend upon availability of posts and their suitability and selection for promotion which will be uniformly evaluated in the various streams of discipline. The average eligibility period for promotion from one grade post to the next higher grade will vary between 4 to 6 years upto the level of JAG Selection Grade and beyond that as already mentioned above, the same will be dependent on the selection process and availability of vacancies.

**ix) Pay Scales, Perks and Allowances**

The equivalent IDA pay scales applicable are as per Annexure 'A'. These are provisional and subject to modifications, if necessary. The pay scales, perks and allowances as recommended by Justice Mohan Committee & duly approved by DPE vide Memo No.2(49)/



98-DPE(WC) dated 25.6.99 will be applicable for all Group A & B Officers, JTOs, JAO, JE (Civil) & JE (Elect.)

There will be a uniform formula for the pay fixation and fitment in the various Grades Officers on their absorption in the MTNL drawing CDA pay scale will be placed in their respective equivalent IDA pattern scale of pay from the date of absorption and their pay in that scale on the IDA pattern will be fixed at the appropriate stage. In short, the increment already drawn by them will be protected and they will be fixed in the IDA pay scale at the equivalent stage. Similarly, their Personal pay will be allowed to be protected and carried forward.

The Industrial DA at AICPI 1708 as on 1.1.97 in the revised scales as per Justice Mohan Committee Report and approved by DPE would be Nil, as the amount of Industrial DA as on 1.1.97 has been merged in the revised basic pay. The Industrial DA would be admissible on quaterly basis as announced by Govt. (DPE) from time to time. The first instalment of DA is admissible from 1.4.97

Payment of perquisites and allowances maybe upto a maximum of 50% of the basic pay. The Mohan Committee Report has mentioned the payment of expenses incurred on canteen, education, medical facilities, conveyance reimbursement, magazine allowance, LTC/ALTC, entertainment reimbursement etc. under the head of perquisite and allowances. Payments over and above the ceiling of 50% should be entirely in the nature of performance related payments which should not exceed 5 % of the distributable profits of an enterprise. The Mohan Committee Report mentions payments of monthly production and performance incentives, exgratia amount (in place of bonus) paid to employees including executives come under the head of performance related payments.

**xiv) H.R.A.**

30% of pay – As per rules prescribed by DPE. Company leased accomodation is permitted to its officers of the rank of JAG & above.

**xv) C.C.A.**

Following rates of C.C.A. have been approved by D.P.E.

**BASIC PAY PER MONTH**

**A-1 POPULATION**

**> 50 LAKH**

Below Rs. 4000	90
Rs. 4001-5250	125
Rs. 5251-6499	200
Rs. 6500 & above	300



**xvi) Children Education Allowance**

(a) @ Rs. 150/- per month per child to a maximum of two children. For residential courses, hostel subsidy @ Rs. 150/- p.m. and reimbursement of journey fare, for the child, to and fro from the station of Institution once in a year.

(b) **Merit Scholarship (One time lumpsum amount per child)**

Ranging from Rs. 900/- to Rs. 2400/- as a one time lumpsum amount per child for securing 70% and above marks in the prescribed courses.

(c) **Merit Scholarship**

Merit scholarship would be allowed to the children of employees (subject to maximum of two children) for securing admission in recognised institution based on All-India Entrance Examination @ Rs. 750/- p.m. for the entire period of programme for securing admission in IIMs/IITs/AIIMS and Rs. 500/- p.m. in case of admission to Management/Engg./Medical courses in leading Institutions/college of India.

(d) **Merit prizes to the toppers from prestigious Institution would be as follows.**

For toppers securing highest aggregate marks in the final examinations conducted by IIMs/ IITs/AIIMS/ICWA/CA Rs. 10,000/- one time lumpsum will be paid.

**xvii) L.T.C.**

(i) **(Home Town)**

The concession to Home Town is allowed once in a period of two calendar years.

(ii) **All India LTC**

The concession to go to any place in India is allowed once in a block of four calendar years. The concession is admissible to all employees including those who are not entitled to Home town concession.

**xviii) Encashment of All India LTC**

Encashment of All India LTC is permitted once in four years. Such encashment is limited to 1500 Kms, each way by entitled class, by rail travel not exceeding 1st class. For this purpose,



family will be limited only to the employee, his or her spouse and children subject to a limitation of four full tickets and such encashment will be to the extent of 75% of the entitled rail fare. This facility is admissible only to those drawing salary in IDA Scales.

**xix) Rules relating to Encashment of Earned Leave**

MTNL has encashment of Earned Leave Scheme as per which only E.L. on full pay is encashable. An official can avail of encashment of a maximum of 30 days of EL during a calendar year provided he avails an equal number of days E.L. The leave account of an individual will be maintained under two heads; Encashable Leave Account and Non-Encashable Leave Account on 50:50 basis. No other leave viz., Half Pay leave, Sick Leave, Casual Leave is encashable.

**xx) Medical Facilities**

DOT staff in Gr. A & B and other cadres will initially be permitted to continue with existing CGIIS facilities for the period as may be permitted by Central Govt. However, medical reimbursement scheme or medical insurance scheme as prevalent in other PSUs of Schedule A companies will be worked out for adoption in MTNL possibly w.e.f. 1.4.2000 for these Officers on their absorption into MTNL.

At present, the directly recruited staff of MTNL on IDA pay scales, are entitled to the following medical facilities.

**Domiciliary (Outdoor Treatment)**

The employees of MTNL are allowed reimbursement of actual expenses for domiciliary treatment subject to a ceiling of one month pay (Basic + IDA + PP if any) per annum.

**Hospitalisation**

Reimbursement of actual expenses when treatment availed from a Hospital/Nursing Home recognised by MTNL. However, when treatment is availed from any other hospital/nursing home, the reimbursement of actual expenses are restricted to the rates prescribed by AIIMS/ one of the empanelled/recognised hospital of MTNL, as may be decided by the Management.

**xxi) Group Insurance**

The Group Insurance Scheme cover has been taken from LIC for the directly recruited employees and the benefits under the said scheme are almost at par as are admissible to employees under the Central Govt. CGEIS Scheme.



**xxii) Leave Rules**

As prescribed by DPE. The leave of various kinds is currently at par with those admissible to Central Govt. employees.

**xxiii) Conveyance Advance**

Car Advance = Rs. 2,00,000/- or 80% of the cost of the vehicle whichever is less.

Motor Cycle/Scooter Advance = Rs 40,000/- or 80% of the cost of the vehicle whichever is less.

Rate of Interest at par with Govt. rates.

**(Acknowledgment)**

**BOOKLET NO. : DT/**

**6277**

**Received booklet, for Permanent Absorption in MTNL, containing Provisional Terms and Conditions, option forms and service particulars Performa.**

**Signature** \_\_\_\_\_

**Name** \_\_\_\_\_

**Designation** \_\_\_\_\_

**Staff No.** \_\_\_\_\_

**Office/Unit** \_\_\_\_\_



## ANNEXURE

Sl. No.	Designation	Vth pay commision payscales w.e.f. 1.1.96	Equivalent Mohan Committee payscale	Payscales proposed by MTNL
<b>TELECOM</b>				
1.	JTO	6500-200-10500	5600-150-8600	6550-200-11350 Pay to be fixed at 3 stage above the minimum.
2.	Lateral JTO/SDE	7500-250-12000	6550-200-11350	8600-250-14600
3.	Sr. SDE	8000-275-13500	8600-250-14600	10750-300-16750
4.	DE	10000-325-15200	13000-350-18250	13000-350-18250
5.	DGM	12000-175-16500	14500-350-18700	16000-400-20800
6.	DGM (SG)	14300-400-18300	17500-400-22300	17500-400-22300
7.	GM	18400-500-22400	20500-500-26500	20500-500-26500
8.	PGM	22400-525-24500	23750-600-28550	23750-600-28550*
9.	CGM	22400-525-24500	27500-600-28550	23750-600-28550*
*Pay to be fixed at 3 stage above the minimum				
<b>CIVIL AND ELECTRICAL WING</b>				
10.	JE(C)/JE(E)	5000-150-8000	5200-140-8000	5600-150-8600
11.	JE(C)/JE(E) AFTER 5 YEARS	5500-175-9000	6500-175-9000	6400-180-10000
12.	LATERAL JE(C)/JE(E) & AE(C)/AE(E)	6500-200-10500	6550-200-11350	6550-200-11350 Pay to be fixed at 3 stage above the minimum
13.	AEE(C)/AEE(E)	8000-275-13500	8600-250-14600	10750-300-16750
14.	EE(C)/EE(E)	10000-325-15200	13000-350-18250	13000-350-18250
15.	SE(C)/SE(E)	12000-375-16500	14500-350-18700	16000-400-20800
16.	CE(C)/CE(E)	18400-500-22400	20500-500-26500	20500-500-26500
<b>FINANCE</b>				
17.	JAQ	5500-175-9000	5600-150-8600	6400-180-10000
18.	AAO	6500-200-10500	6550-200-11300	6550-200-11300 pay to be fixed at 3,stage above the minimum
19.	AO	7500-250-12000	8600-250-14600	8600-250-14600
20.	Sr. AO	8000-275-13500	8600-250-14600	10750-300-16750
21.	CAO	10000-325-15200	13000-350-18250	13000-350-18250
22.	DGM(F)	12000-375-16500	14500-350-18700	16000-400-20800
23.	DGM(F) SG	14300-400-18300	17500-400-22300	17500-400-22300
24.	GM(F)/FA	18400-500-22400	20500-500-26500	20500-500-26500
25.	Sr. FA	22400-525-24500	23750-600-28550	23750-600-28550*

\*Pay to be fixed at 3 stage above the minimum