

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/ACCTS/2011/ 23
Dated at New Delhi the 22/12/2015

SUB: IDA Scale Up-gradation from E-3 to E-4 of Executives under Time Bound Executive Promotional Policy under MTNL.

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 the dates as shown against each.

SL.NO	NameOfficer	StaffNo	Last PROM-DT E-3	tent_prom_dtE-4	Posting
1.	MAHESH KUMAR	AC15420	20/11/2010	20/11/2015	BB-O
2.	TARUN KUMAR SHARMA	AC15425	20/11/2010	20/11/2015	BB-O
3.	G.S. ADHIKARI	AC15432	20/11/2010	20/11/2015	BCP
4.	R. MAHALAXMI	AC15431	20/11/2010	20/11/2015	BCP
5.	JOGINDER KUMAR	AC15429	20/11/2010	20/11/2015	C.O
6.	PRABHA MITTAL	AC15422	20/11/2010	20/11/2015	EAST
7.	SURESH KUMAR	AC15415	20/11/2010	20/11/2015	EAST
8.	VIJAY KUMAR	AC15418	20/11/2010	20/11/2015	HQ-D
9.	TEK CHAND	AC15430	20/11/2010	20/11/2015	NORTH
10.	HARBIR SINGH RAWAT	AC15427	20/11/2010	20/11/2015	NP
11.	MANJIT SINGH	AC15416	20/11/2010	20/11/2015	NP
12.	ANIL KUMAR BAGAI	AC15424	20/11/2010	20/11/2015	TRANS
13.	BHARAT BHUSHAN HARIT	AC15421	20/11/2010	20/11/2015	TY
14.	DEVI DAYAL SHARMA	AC15417	20/11/2010	20/11/2015	WEST
15.	KANCHAN BALA	AC15414	20/11/2010	20/11/2015	WEST
16.	BHARAT BHUSHAN	AC15426	20/11/2010	20/11/2015	WS
17.	RAGHUBIR PRASAD	AC15428	20/11/2010	20/11/2015	WS
18.	S.M. ABID	AC15423	20/11/2010	20/11/2015	WS

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 these officers from their 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 of 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 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 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 order 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 whatsoever 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 an 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.

 12-15
SENIOR MANAGER (ADMN.) HQ.

Copy to:-

1. GM(HR), MTNL, Corporate office, New Delhi.
2. GM(Fin.), MTNL, New Delhi.
3. GM(Concerned) MTNL, New Delhi.
4. SDE(HRIS)/AGM(Bldg.)/AO(Pension), MTNL, New Delhi.
5. 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 for implementation.
6. Office copy/Master File/Office copy.