

Telecom Executives' Association of MTNL

MTNL Mumbai Circle

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No. TEAM/Mumbai/ED/2011

DATED 05.01.2011

To,

Shri J Gopal,
E D, MTNL Mumbai
Mumbai-400028

Subject : Anomaly due to accrual of increment of Junior earlier than the senior after fixation of pay in revised pay scale implementation of 2nd PRC-Reg.

Respected Sir,

The 2nd PRC recommendation has been implemented in MTNL for executives and non executives from 01.01.2007 due to which there is anomaly due to accrual of increment of Junior earlier than the senior after fixation of pay in revised pay scale .

One of the new features in the recommendation is grant of annual increment at 3% of basic pay instead of fixed amount as was prevailing all through. In many of the PSUs the annual increment date is common for all the employees. For such organizations, the % of increment concept would not make any difference as every employee will be getting the increment on the same date with reference to the revised basic pay on that date.

Case 1: In MTNL, we are not following any uniform date for grant of annual increment and the date of increment will be different for different employees depending up on his/her date of appointment/promotion to the higher post etc. As a result, the % of increment concept has created an anomaly wherein certain junior officials will be drawing more pay than their seniors. This happens in almost all the cases where the juniors and seniors are in the same scale and the difference in their pay on the pre-revised scale is only one increment. This situation will be occurring in all non-executives scales (NE-1 to NE11) and also the executive scales.

For clarity, a few cases are given below:

From a cursory glance on the sample cases of anomaly given below, it can be seen that on the date of the anomaly the difference between the pay of the junior and senior is less than the amount that may accrue to the senior @ 3% increment he/she will be drawing on the due date. For example, in the case of the junior and senior in the pre-revised scale of Rs. 13000-350-18250, who were drawing the basic pay Rs. 16150/ and 16500/- respectively on 31.12.2006 in the pre-revised scale and Rs.35440 and Rs.36210 on 01.01.2007 in the revised scale, on 01.02.2007 the junior gets 3% increment on his revised pay of Rs. 35440/- and his pay will be Rs. 36510/-. Thus the junior will be drawing Rs. 300/- pm in basic pay more than the senior from 01.02.1007 to 31.07.2007.

For example:

Pay Scale: E3(Rs.13000-350-18250(Pre-Revised)Rs.24900-50500(Revised)

Officials	Basic pay (Pre-revised) 31.12.2006	Basic Pay revised 01.01.2007	Increment date
Junior 'X'	16150	35440	01.02.2007 36510
Senior 'Y'	16500	36210	01.08.2007 36210

Registered Office: 9 A Shree Sandesh, Rajarshi Shahu Maharaj Marg, Andheri (East), Mumbai - 400 069.

- The junior official draws more basic pay by Rs.300/- from 01.02.2007 to 31.07.2007 than the senior.

Every year during this period the junior will be drawing more pay than the senior.
The Senior was drawing more basic pay in the pre-revised pay scale on 31.12.2006

Pay Scale: E4(Rs.14500-350-18750(Pre-Revised)Rs.29100-54500(Revised)

Officials	Basic pay (Pre-revised) 31.12.2006	Basic Pay revised 01.01.2007	Increment date
Junior 'X'	17650	38740	01.01.2007 39910
Senior 'Y'	18000	39500	01.07.2007 39500

*The Junior official draws more basic pay by Rs. 410/-pm from 01.01.2007 to 30.06.2007 than the Senior.

Every year during this period the junior will be drawing more pay than the senior.
The Senior was drawing more basic pay in the pre-revised pay scale on 31.12.2006

Pay Scale: E5(Rs.16000-400-20800Pre-Revised)Rs.32900-58000(Revised)

Officials	Basic pay (Pre-revised) 31.12.2006	Basic Pay revised 01.01.2007	Increment date
Junior 'X'	20000	43890	01.04.2007 45210
Senior 'Y'	20400	44770	01.09.2007 44770

- The Junior official draws more basic pay by Rs.440/- pm from 01.04.2007 to 31.08.2007 than the Senior.

Every year during this period the junior will be drawing more pay than the senior.
The Senior was drawing more basic pay in the pre-revised pay scale on 31.12.2006

Pay Scale: E7(Rs.18500-450-23900Pre-Revised)Rs.43200-66000(Revised)

Officials	Basic pay (Pre-revised) 31.12.2006	Basic Pay revised 01.01.2007	Increment date
Junior 'X'	20750	45540	01.02.2007 46910
Senior 'Y'	21200	46530	01.10.2007 46530

- The Junior official draws more basic pay by Rs.380/- pm from 01.02.2007 to 30.09.2007 than the Senior.

Every year during this period the junior will be drawing more pay than the senior.
The Senior was drawing more basic pay in the pre-revised pay scale on 31.12.2006

Pay Scale: E9(Rs.23750-600-28550Pre-Revised)Rs.62000-80000(Revised)

Officials	Basic pay (Pre-revised) 31.12.2006	Basic Pay revised 01.01.2007	Increment date
Junior 'X'	27350	67760	01.01.2007 69800
Senior 'Y'	27950	67760	01.08.2007 67760

** Both the Junior and senior are fixed at the same basic pay on 01.01.2007 as per the bunching

formulae.

*The Junior official draws more basic pay by Rs.2040/ pm from 01.01.2007 to 31.05.2007 than the Senior.

Every year during this period the junior will be drawing more pay than the senior.

The Senior was drawing more basic pay in the pre-revised pay scale on 31.12.2006

To address this anomaly it is being proposed that:

We would, therefore, request you to make a provision for ante-dating the increment of the senior to that of the junior .

Alternatively, management can think of any other solution that will address the issue of anomaly wherein the junior does not draw more pay than the senior and also the senior does not face any drop in his basic pay which he/she will be drawing by virtue of the 3% annual increment provided in the rule.

Case 2: The executives in E4 scale promoted on local officiating basis prior to 1.1.2007 in E5 scale are drawing less salary than the executives promoted after 1.1.2007.

Officials	Basic pay E4 (Pre revised) 31.12.2006	Basic Pay revised E4 01.01.2007	Basic pay E5 E5 revised) 31.12.2006	Basic pay E5 E4 (Revised) 1.1.2007
Promoted before 1.1.2007	18700 DNI:Jan	42280	19200 Promoted On Nov 2006	42140 46070 on 1.1.10
Promoted after 1.1.2007	18700 DNI:Jan	42280	19200 Promoted on Aug 07	43550 on Aug 07 47600 on 1.1.10

The Junior official draws more basic pay by Rs.140/- pm from Jan 2007 to Jul.2007 than the Senior while Junior is in E4 Scale and Senior is in E5 scale and after promotion to E5 on August 2007 junior draws an amount of Rs. 1410/- more than senior from August 2007 till next increment of senior which continues further.

To address this anomaly it is being proposed that:

All the officiating cases may be reverted on 31st December 2006 and repromoted on 1.1.2007 accordingly they should be fixed in revised E4/E5 scale keeping DNI January which will eliminate the anomaly.

With kind regards,

Yours Sincerely,
J S Yadav
(J S Yadav)
Circle Secretary

Copy to :

- Dir (HR), MTNL CO, New Delhi for kind information pl.
- GM (HR), MTNL CO, New Delhi for kind information pl.
- GM(A) MTNL Mumbai for kind information pl.
- GM(Fin), MTNL Mumbai for kind information pl.
- General Secretary, TEAM for kind information pl.