

महानगर टेलीफोन निगम लिमिटेड

(भारत सरकार का उद्यम)

निगम कार्यालय

MAHANAGAR TELEPHONE NIGAM LIMITED

(A GOVERNMENT OF INDIA ENTERPRISE)

CORPORATE OFFICE

No.MTNL/CO/IRW/22(92)/10-11/226  
16.07.2011

OFFICE ORDER

Sub: Pay anomaly consequent upon Revision of Pay w.e.f. 01.01.2007 in terms of DPE guidelines dt.26.11.2008 towards implementation of the recommendations of the 2<sup>nd</sup> Pay Revision Committee for Executives of CPSEs.

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Consequent upon revision of pay, w.e.f. 01.01.2007, in MTNL in terms of DPE guidelines dt.26.11.2008 issued towards implementation of the 2<sup>nd</sup> Pay Revision Committee for the Executives and also implementation of the wage agreement with the Unions of Non Executives w.e.f. 01.01.2007, cases of pay anomaly occurring in the form of a junior drawing more pay than his rank senior for a few months in the year, has been referred to this Office.

2. The cases have been examined and it is found that in these cases the senior was getting more pay than the junior prior to 01.01.2007 in the pre-revised pay scales and on the revision, both have landed on the same pay as on 01.01.2007, however, the Date of Next increment(DNI) in the case of the junior preceded to that of the senior, consequently, he/she is drawing more pay for few months till the senior was granted his/her Annual increment.

3. With a view to address the anomaly, taking guidance from Rule-8 of CCS(Revised Pay) Rules, 1986[also cited in GID-3 under Rule-8 of CCS(Revised Pay) Rules,1997] it has been decided that in such cases mentioned in para-2 above, the Date of Next Increment(DNI) of the senior who was drawing more pay in the pre-revised scales prior to 01.01.2007 may be antedated on par with the DNI of the Junior concerned. This will further to the condition that such antedating will be allowed only once and the next increment will be after 12 months from the date of such antedating. Accordingly, units may take action to address the cases of such anomaly.

This has the approval of competent authority.

*Rajni Taneja*  
16/7/11  
Rajni Taneja  
GM(HR)

Copy to:

1. Director(F)/Director(Tech.)/Director(HR)
2. PS to CMD
3. Executive Directors,Mumbai/Delhi/WS units & ED(Tech.),C.O.
4. General Manager(Fin),Mumbai/Delhi units.
5. Jt.GM(Fin.),WS unit/Deputy General Manager(A/Cs.),CO.
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