

**OFFICE ORDER**


Sub: Amendment in OM No. MTNL/CO/IRW/22 (92)/10-11/226 dated 16.07.2011 i.e. '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'.

The subject OM is hereby amended as follows:

1. Consequent upon revision of pay. w.e.f. 01.01.2007, in MTNL in terms of DPE guidelines dtd. 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 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
4. *In case where junior gets more pay than senior on account of pay revision, the pay of senior may be stepped up at par with junior and senior will draw his next increment with effect from the DNI of the junior subject to fulfillment of other conditions of pay anomaly as per Rule 22 of FRSR.*

Accordingly, units may take action to address the cases of such anomaly.

This has the approval of competent authority.

  
7/3/15  
(Kulwant Chand)  
DGM (Pers)

Copy to:-

1. PS to CMD
2. Director(F)/Director(Tech.)/Director(HR)
3. Executive Directors, Mumbai/Delhi Units
4. CGM (WS), MTNL Delhi
5. General Manager (Fin), Mumbai/Delhi Units.
6. Jt. GM (HR) – For Intranet
7. Deputy General Manager (A/Cs) C.O.
8. Sr. Manager (IR) – For circulation among Majority Unions.
9. Notice Boards for wide circulation