



महानगर टेलीफोन निगम लिमिटेड
(भारत सरकार का उपन)
MAHANAGAR TELEPHONE NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)

1/c

No. MTNL/CO/Pers-II/Exe-Promotion Policy/2007/Vol.II/252
13/05/2013

OFFICE ORDER

Sub: Pay anomaly consequent upon implementation of Time Bound /Post Based Promotion Policy for Group 'B' Level Executives / Officers of MTNL.


1. Consequent upon implementation of MTNL's Time Bound /Post Based Promotion Policy for Group 'B' Level Executives /Officers vide OM No. MTNL/CO/ Pers-II/Prom Pol-Exec./07 dated 11/09/2007, cases of pay anomaly has been reported where a Junior executive who got first financial upgradation on or after 01.10.2004 under Group 'B' Time Bound Promotion Policy and then post based regular promotion, is drawing more pay than his Senior executive who has got post based promotion on regular basis prior to implementation of the said policy.
2. It is observed that in these cases the Junior executive got first increment on financial upgradation as per Clause 3.1 of Time Bound /Post Based Promotion Policy for Group 'B' Level Executives / Officers of MTNL and also was granted second increment upon the regular promotion as per Clause II (v) of the said policy. Whereas, the Senior executive who got regular promotion before the implementation of said policy, gets only one increment under Clause 3.1 of the Policy.

PAGE NO. 1 OF 2

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3. The cases have been examined and the Competent Authority has decided that the anomaly is justified. Therefore, the pay of senior executive may be stepped up at par with his junior executive w.e.f. the date of promotion of the junior officer. Senior executive shall draw his/her next increment from the DNI of junior executive.

Accordingly, Units may take action to address the cases of such anomalies.


9.5.2013
(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