

MAHANAGAR TELEPHONE NIGAM LIMITED
% THE EXECUTIVE DIRECTOR, K.L.BHAWAN, JANPATH, N.D-110050

No. STA-I/Exec. Prom. Policy/E-2 to E-3/2007-08/Part File-IV/11
Dated at New Delhi the 11.07.2009

SUBJECT: IDA Scale Up-gradation of Executives under Time Bound Executive Promotional Policy under MTNL

In pursuance of the order contained in MTNL, Corporate Office, New Delhi No. MTNL/CO/Pers. II/Prom. Pol. Exec./07 dated 11.9.2007 cited above, the following Executives are hereby granted IDA Scale Up-gradation from the IDA pay scale of Rs.10750-300-16750 to Rs.13000-350-18250 on completion of 4 to 6 years of qualifying service in their current IDA scale with effect from shown against each. 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.

| S No | Name of the Officer(S/Sh./Smt) | Staff No. | Working Unit | Tentative date of up-gradation in E-3 scale |
|------|--------------------------------|------------|--------------|---|
| 1 | SURESH CHAND | GO20053138 | NORTH | 01/05/2005 |
| 2 | SUNIL KUMAR | GO20053947 | DEV | 01/10/2004 |
| 3 | JYOTI SWAROOP | GO20054031 | IT | 01/10/2004 |
| 4 | AWADESH RAM | GO20054094 | WS | 01/10/2004 |
| 5 | R.D. GUPTA | GO20064725 | CO | 01/10/2004 |
| 6 | HARMOHINDER SINGH | JE3868 | SS | 01/10/2004 |
| 7 | PREM SAGAR VERMA | JE3874 | DEV | 01/10/2004 |
| 8 | PRAMOD KUMAR SINGH | JE3974 | CEN | 01/10/2004 |
| 9 | SHIV RATTAN KUMAR MAINI | JE4197 | RG | 31/03/2005 |
| 10 | B.K. SAXENA | JE4246 | CEN | 23/06/2005 |

The Executives who were officiating in the cadre of TES Group 'B' (E-3) in local arrangement may be reverted to their substantive post of JTO from the preceding date of their placement in the up-graded scale of E-3. However they may be deputed to look after the work of SDE without any extra remuneration.

On up-gradation to the IDA scale, the pay of the officers will be fixed under FR-22-I(a)(i). Option, if any, in this regard, may be addressed to the respective AO(P&A)'s within one month from the date of issue of this order, for the fixation of pay under this rule. If the officer is on leave on the 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 4 years of continuous service of these officers from their respective service books and ensure that the Executives Basic Pay in the current IDA scale has crossed/touched the lowest of the IDA pay scale of next higher scale (13000-350-18250) on the above specified due dates of promotion or completed 5 years of service in the current IDA scale whichever is earlier. 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 Executives 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 for IDA pay scale up-gradation of such executives 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 in 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 (One week in Administration/Management/Customer Care and one week in latest developments in core competence area) for being eligible for draw 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

- (b) have separated from the company,
- (b) would be superannuation within a period of two years from the date of issue of the upgradation orders 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 what so ever 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 any 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.

Md
21/07/07

(MADAN GOPAL)
ASSTT. GENERAL MANAGER (ADMN.-I) HQ.

Copy to :-

1. PGM's/GM's concerned MTNL, New Delhi.
2. SA to ED, MTNL, New Delhi.
3. GM(HR), MTNL, Corporate office, New Delhi.
4. GM(Fin.), MTNL, New Delhi.
5. Officers concerned.
6. SDE(HRD)/AGM(Bldg. AO(Pension) MTNL, New Delhi.
7. AO (P&A)'s concerned. It is requested to ensure that orders are implemented as per instructions contained in Corporate Office letter no. MTNL/CO/Pers./11/30m. Pol. Exec./07 dated 11.9.2007. In case of any doubt, necessary clarification may please be sought from this office before implementation. It is also requested that the day break orders issued after tentative dates as mentioned above may be treated as cancelled.
8. Office copy/Master File