

**MAHANAGAR TELEPHONE NIGAM LIMITED**  
**O/o THE EXECUTIVE DIRECTOR, K.L.BHAWAN, JANPATH, N.D-110050**

No. STA-I/Exec. Prom. Policy/Accounts/E-3 to E-4/2010-11/2  
Dated at New Delhi the **25-05-2011**

**SUB: IDA Scale Up-gradation of Executives from E-3 to E-4 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 and MTNL/CO/Pers-II/Prom Pol-Exec/07/851 dated 31-03-2009 cited above, the following Executives are hereby granted IDA Scale Up-gradation from the IDA pay scale of Rs.24900-50500 (E-3) to Rs.29100-54500 (E-4) on completion of 5 years of qualifying service in their current IDA scale with effect from the dates as shown against each.

Sl. No	Name Of the Officer S/Sh./Smt.	Staff No	Present GM Unit	Tentative date of up-gradation in E-4 grade
1	SATENDRA PAL	AC15273	CENTRAL	01/10/2010
2	ANAND MANI	AC15271	FIN	01/10/2010
3	DEEPAK KUMAR SATTI	AC15272	FIN	01/10/2010
4	JAYANTHI VENKATESH	AC15280	FIN	01/10/2010
5	NEELAM YADAV	AC15275	FIN	01/10/2010
6	OM PAKASH UPRETI	AC15290	BD/CPSL	01/10/2010
7	PRAMOD KUMAR	AC15284	FIN	01/10/2010
8	MADHU GAUR	AC15283	LAW	01/10/2010
9	A.K. PANCHAL	AC15286	FIN	01/10/2010
10	SANJAY KUMAR ABROL	AC15268	NORTH	01/10/2010
11	H.C.S RAUTELA	AC15285	WS	01/10/2010
12	ASHOK KUMAR BHATT	AC15287	LC	01/10/2010
13	BHARAT BHUSHAN	AC15277	TR	01/10/2010
14	URMILA RANI KHANDELWAL	AC15276	C.O	01/10/2010
15	VEENA KUMARI GUPTA	AC15274	WEST	01/10/2010
16	PARVIN KUMAR JAIN	AC15291	FIN	01/10/2010
17	ANITA	AC15282	BB-O	01/10/2010
18	NIRMLA DEVI	AC15281	WS	01/10/2010
19	ANODRA SINGH	AC15288	PLG	01/10/2010
20	R.K. SIDANA	AC15270	WS	01/10/2010
21	JANMEJA	GO180805	NORTH	01/10/2010
22	YOGENDER KUMAR	AC15269	NORTH	01/10/2010
23	PRADEEP JANOTI	AC15279	TRANS	01/10/2010
24	BHARAT BHUSHAN	GO181040	CENTRAL	01/10/2010

However, the date of effect may be given in accordance with the MTNL. Corporate Office letter referred above as per Para 3.1 if the tentative date of promotion is different, under intimation to this office.

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 due 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 5 years of continuous service of these officers from their respective service books. 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.

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 drawl 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

- (a) 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.

*Handwritten signature and date*  
25/05/11

(MADAN GOPAL)

SENIOR MANAGER (ADMN.-I) HQ.

Copy to :-

1. ED(WS) MTNL, New Delhi.
2. PGM(O)/PGM(D)/MTNL, New Delhi.
3. GM(HR), MTNL, Corporate office, New Delhi.
4. GM's concerned MTNL, New Delhi.
5. GM(Fin.), MTNL, New Delhi.
6. SA to ED, MTNL, New Delhi.
7. SDE(HRD)/AGM(Bldg.)/SDE(Trg. Coord), MTNL, New Delhi.
8. AO(P&A's) concerned. It is requested to ensure that order is implemented as per instructions contained in Corporate Office letter no. MTNL/CO/Pers.II/Prom. Pol. Exec./07 dated 11.9.2007 and MTNL/CO/Pers-II/Prom Pol-Exec/07/851 dated 31-03-2009. In case of any doubt, necessary clarification may please be sought from this office before implementation.
8. Office copy/Master File.