



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

No: MTNL/CO/Pers/6(17)/2015/ 332
Dated:06.10.2025

CGM
MTNL Delhi Unit
Janpath, New Delhi

CGM
MTNL Mumbai Unit
Dadar, Mumbai

Subject: Grant of notional increment to absorbed employees of BSNL/MTNL, for the purpose of calculating the pension admissible – reg.

- Ref:1.DoT OM No 38-45/2024-pen(T)(Part-1) dated 22.01.2025.
2.MTNL letter No: MTNL/CO/Pers/6(17)/2015/276 dated 13.02.2025
3.DoT OM No 38-66/2024-pen(T)(I) dated 26.05.2025.

In continuation to this office letter of even No dated 13.02.2025, please find enclosed letter dated 26.05.2025 from Under Secretary(STP), DoT on the subject. The specific aspects of the DoT letter dated 26.05.2025 are outlined under the subsequent paragraphs.

2. DoT has intimated that DoPT OM No. 19/116/2024- Pers.Pol.(Pay)(Pt) dated 20.05.2025(copy enclosed) has been examined in DoT in consultation with Account Wing, DoT and it has been decided by the competent authority that the Notional Increment, as it was due in any month of the year in favour of all eligible should be drawn in favour of all the eligible retired employees/ third parties, who had retired/ are retiring from BSNL/ MTNL service w.e.f. 01.01.2006 as decided for DoT employees also. However, actual monetary benefit should be given w.e.f. 01.05.2023.

3. DoT has further intimated that this OM shall be made applicable to the employees who have rendered the requisite qualifying service as on the date of their superannuation with satisfactory work and good conduct for calculating the pension admissible to them. Grant of the notional increment in any month of the year shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefits.

4. DoT has also intimated that the applicability of notional increment guidelines w.r.t. the absorbed employees of BSNL/ MTNL who retired under VRS Scheme-2019, is being examined. Instructions in this regard will be issued separately.

Corporate Office:5th Floor, MTNL Building, CGO Complex, Lodi Road, New Delhi- 110003.





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5. All the directions contained under the DoT letter dated 26.05.2025 shall be complied, and MTNL Delhi/Mumbai units are advised to take necessary action(s), accordingly.

This issues with the approval of the Competent Authority.


06/10/2025
Shama Kaushik
DGM(HR)

Encl:as above.

Copy to:

1. PS to CMD, MTNL
2. PS to Director (HR&EB) / Director (Tech.) / Director(Fin.), MTNL
3. CVO, MTNL
4. GM (Admin) MTNL Delhi/Mumbai:w.r.t to send to all Unions & Associations.
5. GM (Fin.) MTNL, CO/Delhi/Mumbai.
6. GS, MTNL Mazdoor Sangh Delhi.
7. GS, MTNKS Mumbai.

No.38-66/2024-Pen(T)(I)
Government of India
Ministry of Communications
Department of Telecommunications
(Pension Section)

Room No 514, Sanchar Bhawan
20, Ashoka Road, New Delhi – 110001
Date: 26-05-2025

OFFICE MEMORANDUM

Subject: Grant of notional increment to absorbed employees of BSNL/MTNL for the purpose of calculating the pension admissible - reg.

Kindly refer to the instructions issued vide this department OM No 38-45/2024-Pen (T) (Part-1) dated 22.01.2025 (copy enclosed) regarding grant of notional increment to the absorbed employees of BSNL/MTNL who retired/are retiring a day before it became due in any month of the year.

2. The said instructions were issued in compliance of the Interim Order dated 06.09.2024 passed by the Hon'ble Supreme Court while hearing MA No 2400/2024 filed by M/o Railways along with several Intervention Applications tagged herewith. It was indicated therein that the action taken shall be subject to the final outcome of the petition (Dy No. 36418/2024) filed by this Department seeking review of the Order dated 11.04.2023 of the Hon'ble Supreme Court in CA No. 2471/2023 on the subject matter.

3. Hon'ble Supreme Court, vide order dated 18.12.2024, had dismissed the Review Petition (Dy. No.36418/2024) filed by DoPT with the observation that there is no error apparent on the face of the record, warranting reconsideration of the order impugned.

4. The DoPT vide its OM 19/116/2024-Pers.Pol.(Pay(Pt) dated 20-05-2025 has communicated the Hon'ble Supreme Court final Order dated 20.02.2025 as below:

(a) The judgment dated 11.04.2023 will be given effect to in case of third parties from the date of the judgment, that is, the pension by taking into account one increment will be payable on and after 01.05.2023. Enhanced pension for the period prior to 30.04.2023 (erroneously mention as 31.04.2023 in the Order) will not be paid.

(b) For persons who have filed writ petitions and succeeded, the directions given in the said judgment will operate as res judicata, and accordingly, an enhanced pension by taking one increment would have to be paid.

(c) The direction in (b) will not apply, where the judgment has not attained finality, and cases where an appeal has been preferred, or if filed, is entertained by the appellate court.

(d) In case any retired employee filed an application for intervention/impleadment/writ petition/original application before the Central Administrative Tribunal/High Courts/Supreme Court, the enhanced pension by including one increment will be payable for the period of three years prior to the months in which the application for intervention/impleadment/writ petition/original application was filed.

5. The Hon'ble Supreme Court has decided that the direction referred at para 4(d) above will not apply to the retired Government employee who filed a writ petition/original

application or an application for intervention before the Central Administrative Tribunal/High Courts/Supreme Court after the judgment in "Union of India & Anr. Vs M Siddaraj" i.e. 11.04.2023, as in such cases directions referred in para 4(a) will apply.

6. In addition, Hon'ble Supreme Court has clarified that in case any excess payment has already been made, including arrears, such amount paid will not be recovered. Court has decided that pending applications including all intervention/impleadment applications shall stand disposed of in terms of this order.

7. The DoPT OM No. 19/119/2024-Pers.Pol.(Pay)(PI) dated 20-05-2025 has been examined in this department in consultation with Account Wing, DoT. After careful consideration it has been decided by the competent authority that the Notional Increment, as it was due in any month of the year in favour of all eligible should be drawn in favour of all the eligible retired employees/third parties, who had retired/are retiring from BSNL/MTNL service w.e.f. 01.01.2006 as decided for DoT employees also. However, actual monetary benefit should be given w.e.f. 01.05.2023.

8. This OM shall be made applicable to the employees who have rendered the requisite qualifying service as on the date of their superannuation with satisfactory work and good conduct for calculating the pension admissible to them. Grant of the notional increment in any month of the year shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefits.

9. The applicability of notional increment guidelines w.r.t. the absorbed employees of BSNL/MTNL who retired under VRS Scheme-2019, is being examined. Instructions in this regard will be issued separately.

10. This issues with the approval of Secretary (T).



(Kuldeep Kumar)

Under Secretary (STP)

Tel.No.:011-2303 6073

Email: kuldeep.k97@nic.in

To

1. CGCA/All CCA & Pr.CCA offices
2. DG(T) / All LSA Offices
3. Sr.DDG(Pers.)/DDG(C&A)/DDG(E&T)/JS(A), DoT
4. DG, MT/PRIT/DG, NICF
5. CMD, BSNL/MTNL
6. Sr.DDG TEC/Sr.DDG NCCS/Wireless Advisor, DoT
7. DDG(Accounts), DoT HQ
8. Shri Vikas, Under Secretary (Pay), DoPT, North Block, New Delhi-110001

No. 19/116/2024-Pers.Pol. (Pay)(Pt)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

North Block, New Delhi
Dated the 20th May, 2025.

OFFICE MEMORANDUM

Subject: Grant of notional increment on 1st July / 1st January to the employees who retired from Central Govt. service on 30th June / 31st December respectively for the purpose of calculating their pensionary benefits - regarding.

The undersigned is directed to invite reference to the Instructions issued vide this Department's OM of even number dated 14.10.2024 (copy enclosed) regarding grant of 'notional increment' on 1st July/1st January to the Central Government employees who retired/are retiring from service a day before it became due i.e. on 30th June/ 31st December and have rendered the requisite qualifying service as on the date of their superannuation with satisfactory work and good conduct for calculating the pension admissible to them. The said Instructions were issued in compliance of the Interim Order dated 06.09.2024 passed by the Hon'ble Supreme Court while hearing MA No.2400/2024 filed by M/o Railways along with several Intervention Applications tagged therewith. It was indicated therein that the action taken shall be subject to the final outcome of the petition (Dy. No. 36418/2024) filed by this Department seeking review of the Order dated 11.04.2023 of the Hon'ble Supreme Court in CA No. 2471/2023 on the subject matter.

2. Hon'ble Supreme Court, vide Order dated 18.12.2024, had dismissed the Review Petition (Dy. No. 36418/2024) filed by this Department with the observation that there is no error apparent on the face of the record, warranting reconsideration of the order impugned.

3. Hon'ble Supreme Court has subsequently disposed of MA No. 2400/2024 filed by M/o Railways and other petitions vide Order dated 20.02.2025 while issuing the following final directions in the matter:

a. The judgment dated 11.04.2023 will be given effect to in case of third parties from the date of the judgment, that is, the pension by taking into account one increment will be payable on and after 01.05.2023. Enhanced pension for the period prior to 30.04.2023 (erroneously mentioned as 31.04.2023 in the Order) will not be paid;

b. For persons who have filed writ petitions and succeeded, the directions given in the said judgment will operate as res judicata, and accordingly, an enhanced pension by taking one increment would have to be paid;

Debas
20/05/2025

Copy also

1.
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c. The direction in (b) will not apply, where the judgment has not attained finality, and cases where an appeal has been preferred, or if filed, is entertained by the appellate court;

d. In case any retired employee filed an application for intervention/impleadment/writ petition/ original application before the Central Administrative Tribunal/High Courts/Supreme Court, the enhanced pension by including one increment will be payable for the period of three years prior to the month in which the application for intervention/ impleadment/ writ petition/ original application was filed.

4. The Hon'ble Supreme Court has decided that the direction referred at Para 3(d) above will not apply to the retired government employee who filed a writ petition/original application or an application for intervention before the Central Administrative Tribunal/High Courts/Supreme Court after the judgment in "Union of India & Anr. Vs M. Siddaraj", as in such cases directions referred in Para 3(a) will apply.

5. In addition, Hon'ble Supreme Court has clarified that in case any excess payment has already been made, including arrears, such amount paid will not be recovered. Court has decided that pending applications including all intervention/impleadment applications shall stand disposed of in terms of this order.

6. The matter has been examined in consultation with D/o Expenditure and D/o Legal Affairs. It is advised that in pursuance of the above referred Order dated 20.02.2025 of the Hon'ble Supreme Court, action may be taken to allow the increment on 1st July / 1st January to the Central Government employees who retired/are retiring a day before it became due i.e. on 30th June / 31st December and have rendered the requisite qualifying service as on the date of their superannuation with satisfactory work and good conduct for calculating the pension admissible to them. As specifically mentioned in the orders of the Hon'ble Supreme Court, grant of the notional increment on 1st January / 1st July shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefits.

7. This issues with the concurrence of D/o Expenditure vide their Dy. No. 08-09/2019-E.IIIA(Vol.III)(4265134) dated 29.04.2025 and D/o Legal Affairs vide Computer Dy. No. E-144903 dated 17.03.2025.

8. Hindi Version will follow.

Encl: as above

Under Secretary to the Government of India
Tel. No. 20340489

Vikas
20/05/25
(Vikas)

To

All Ministries/Departments of Government of India.

Copy also forwarded to:

1. The Secretary General, Supreme Court of India.
2. The Controller General of Accounts/ Controller of Accounts, Ministry of Finance.
3. Union Public Service Commission/ Lok Sabha Sectt./ Rajya Sabha Sectt./ Cabinet Sectt./ Central Vigilance Commission/President's Sectt./ Vice-President's Sectt/ Prime Minister Office/ Niti Aayog.
4. Governments of all States and Union Territories
5. Department of Personnel and Training (AIS Division), JCA/ Admn. Section.
6. The Secretary, National Council of JCM (Staff Side), 13-C, Feroz shah Road, New Delhi.
7. All Members of Staff Side of the National Council of JCM/ Department Council.
8. Department of Expenditure, Ministry of Finance.

Vikas
20/05/25
(Vikas)

Under Secretary to the Government of India
Tel. No. 20340489