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No. 615/2002-SU
GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS & INFORMATION TECHNOLOGY
DEPARTMENT OF TELECOMMUNICATIONS
SANCHAR BHAVAN, 20 ASHOKA ROAD
NEW DELHI - 110 001
(SU SECTION)

Dated, the 28th July, 2003

In exercise of the powers conferred by the Article 145 of Articles of Association of the Bharat Sanchar Nigam Limited (BSNL), the President is pleased to direct the BSNL that the pay scales, fitment formula, DA guidelines and ceiling on perquisites as below, for the executives may be implemented w.e.f. 1/10/2000.

1.1 Pay-scales

S.No.	Existing CDA Scale	Corresponding IDA Scale
1	6500-200-10500	9850-250-14600
2	7500-250-12000	11875-300-17275
3	8000-275-13500	13000-350-18250
4	10000-325-15200	14500-350-18700
5	12000-375-16500	16000-400-20800

1.2 Fitment method: In respect of executives appointed by BSNL in CDA pay scales on or after 01/10/2000, the executives will be deemed to have been appointed in the corresponding IDA pay scale and accordingly their pay will be fixed at the minimum of the IDA pay scale corresponding to the CDA scale in which they were appointed. In respect of the DoT/DTS/DTO Group 'B' and 'A' officers (including CSS/ CSSS officers), on absorption in BSNL w.e.f. 01/10/2000, the basic pay of the executives as on 01/10/2000 in the IDA pay scales would be fixed at the stage corresponding to the stage which they had reached under CDA pay scale on 30/09/2000 i.e. pay fixation will be on point to point basis. In case of E5 level (CDA scale Rs. 12000 - 375 - 16500), pay is to be initially fixed at 2 stages above the minimum. In cases where the minimum benefit (pay + D.A. taken together) on absorption in BSNL on 01/10/2000 falls short of Rs. 2500/- per month, it will be enhanced to Rs 2500/- p.m.

(192)
1.3 The FRA, CCA, DA and other perquisites will be governed as per DPE guidelines contained in OM No. 2(19)/98:DPE(WC) dated 25th June-1999 (copy enclosed).

2. The scales of pay indicated above are only a ceiling and actual fixation and payments would depend on the capacity of the Enterprise to pay. The resources for meeting the increase obligation of salaries and wages must be internally generated and must come from improved performance in terms of productivity and profitability.

3. This is issued with the concurrence of Advisor (F) vide Dy. No. 1332 dated 09/07/2003.

Madhu
(Madhu Arora)
Director (SUD)

✓ Shri Prithipal Singh
The Chairman and Managing Director,
Bharat Sanchar Nigam Ltd. (BSNL),
Statesman House
New Delhi.

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Copy to:-
Chairman (T.C.).
Member (S)/Member (F).
DDG (Estt.), DoT.
DDG (SR), DoT.
PA - IV Section, DoT.