



BHARAT SANCHAR NIGAM LIMITED
(A Government of India Enterprise)

**CORPORATE OFFICE
PAT SECTION**

Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No.1-11/2009-PAT (BSNL)

Dated, the 31-3-2009

Subject:-Revision of scales of pay of Board level and below Board level Executives of BSNL w.e.f. 1.1.2007 – clarifications regarding.

References have been received from several field units seeking clarifications with reference to this office order No.1-50/2008-PAT (BSNL) dated 5.3.2009 on revision of pay scales of pay of Board level and below Board level Executives of BSNL w.e.f. 1.1.2007. The matter has been examined in consultation with BSNL Finance and accordingly, the following points are clarified as under –

S.N.	Query	Clarification
1.	The manner of fixation of pay of the officials who have been promoted to the Executives grade after 1.1.2007. Their pay has to be fixed from the date of their promotion, but it may be clarified as to whether their pay is to be fixed at the minimum of the scale of E1 or after giving the due fitment benefits on their basic pay, which is at the minimum of the pre-revised scale i.e. Rs.9850/-	In cases where emoluments in the pre-revised pay scale(s) [basic pay+DP+DA applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay scale and applicable DA thereon, the difference may be allowed as personal pay on provisional basis till the notification of revised pay scale to the affected executives in E1A grade.
2.	Some employees who have been appointed or promoted in the pre-revised pay scale of Rs.9850-250-14600 after 1.1.2007 will draw negative pay arrears.	Further, wherever arrear calculation comes out to be negative, no recovery is to be made till final fixation of pay in the revised pay scale.
3.	The manner of pay fixation of the officials, whose increment is due on 1.1.2007.	The annual increment which falls on 1.1.2007 may be granted in the revised pay scale on 1.1.2007.
4.	The manner of pay fixation of the officials, holding substantive grade of Non-executive but drawing pay in the Executive grade due to grant of benefits under ACP Scheme.	The pay of the Non-executives, who have been placed in pay scale of Executive due to grant of ACP, may be fixed in the replacement revised pay scale corresponding to the pay scale drawn by him/her under ACP Scheme on Government pattern. However, they will continue to be non executives for all purposes.

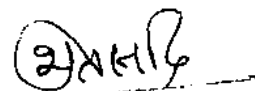
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	Query	Clarification
5.	Whether the executives who have been promoted to the higher grades of Executives or granted time bound up-gradation under 'Executive Promotion Policy on or after 1.1.2007 have any option to get their pay fixed from the date of their promotion/date of up-gradation?	The executives can opt to get the revision of pay on 1.1.2007 or from the date of promotion after 1.1.2007 or from the date of next increment in the existing scale.
6.	Kindly confirm as to whether the officers can be allowed to retain pre-revised scale till the date of next increment /subsequent increment/ till the date of promotion and then have fixation in 2 nd PRC as done in 6 th CPC orders/CDA to IDA fixation order.	
7.	The manner of pay fixation of the official, holding substantive grade of Non-executive but working in the Executive grade on local officiating basis and drawing pay in the Executive grade with or without restriction of FR 35.	<p>The officials holding substantive grade of non-executives but working in the executive grade on local officiating basis are to continue to draw the same pre-revised pay till the non-executives' pay scales are revised.</p> <p>However, if the Non-executives, besides officiating in executive grade, also hold the pay scale of Executive due to grant of ACP, their pay may be fixed in the replacement revised pay scale corresponding to the pay scale drawn by him/her under ACP Scheme on Government pattern as clarified at Sl.No.4 above.</p>
8.	How to fix the pay of the executives who got promotion after 1.1.2007 and opted for fixation of pay from the date of next increment.	<p>The executives who have been promoted to the higher grade on regular basis or granted time bound up gradation under Executive Promotion Policy can opt for fixation of pay either from the date of promotion or from the date of next increment. In case of option from the date of next increment, the fixation of pay is to be done as under:</p> <p>a) On the date of promotion: No pay fixation.</p> <p>b) On the date of increment: The annual increment due on the date of increment is to be given first. Then one notional increment equal to the increment being</p>



		<p>drawn by the executive in the pay scale, before such promotion would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10.</p> <p>In respect of executives who got promotion before accrual of increment in the revised pay scales, the notional increment on promotion will be equal to 3% of the revised pay.</p>
9.	Whether arrears on account of pay revision can be credited to the PF accounts if opted for.	The matter is being referred to DOT. Further communication in this regard may be awaited subject to the clarification from DOT.
10.	The Personal Pay (PP) granted for adopting small family norms or the increment granted on passing Hindi exam are required to be revised and if so how? Similarly, whether the special pay granted to certain posts continue to be paid at the same rates or to be revised.	<p>The matter of family planning allowance and Special Pay are under consideration with the Committee on Allowance and Perks.</p> <p>The matter of Personal Pay on revised pay for passing Hindi Exam is also being referred to the said Committee.</p>

Hindi version will follow.



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Copy to:

1. PPS to CMD.
2. PPS to Directors of BSNL Board.
3. All PGMs/GMs, BSNL C.O.
4. All Heads of circles/ Metro Districts/Maintenance Regions/Project circles/other heads of administrative units, BSNL.
5. Director (PSU-I), DOT w.r.t. DOT letter No.61-01/2009-SU dated 27.2.2009.
6. Director (Estt), DOT for record and information in compliance of DOT letter No.40-12/2004-Pen (T) dated 17.1.2005 and subsequent clarification dated 23.5.2008.
7. DGM(CA)/(EF)/(SEA)/(A&E)/(BW)/(Estt)/(Pers)/(SR)/(Restg), BSNL C.O.
8. AGM (A&E)/(BW)/(CA)/(CSS)/(EF)/(Pers.I/II/III/IV)/(R & P)/(SR)/(SEA), BSNL C.O.
9. DM (Pension)/(Pay Bill)/(Cash)/(L & A), BSNL C.O.
10. AD(OL) for Hindi version.
11. Order Bundle.