

**ANNEXURE-IX****Para-wise recommendations of BSNL Committee on Pay Revision Implementation**

S. No.	Item	DPE Guideline	Recommendation
1.	Affordability and Financial Implications. [Para 2, 3, 4, 16]	Additional outgo for 12 months not to exceed 20% of PBT for 07-08 in respect of executives. PSUs that can not afford may implement part or no PRP.	Adopt revised pay scales and bunching benefits.
2.	Pay scales [Para 1]	Revised pay scales E1~E9, Directors, CMD's pay scales given.	E3, E4, E5, E6, E7, E9, Dir's, CMD's pay scales may be implemented
3.	Pay scales [Para 1]	Revised pay scales for E1a, E2a and E9a not available	Implement as interim with 30% fitment in pre-revised E1A, E2A scales. For pre-revised E9A scale, use E9 as replacement scale as interim measure
4.	Pay scales [Para 1]	Revised pay scales for E1a, E2a and E9a not available	Send proposed revised pay scales to DoT/ DPE for approval
5.	Increment & Stag. Increment [Para 5]	3%	May be implemented
6.	DA [Para 6]	Neutralized fully as on 1.1.07	May be implemented
7.	HRA [Para 7]	30%, 20%, 10% for 3 categories based upon population	Ask approval to use same classification of cities, as for govt employees
8.	Leased Accommodation [Para 8]	To be decided by board	Existing accommodation policy may continue
9.	CCA [Para 9]	Abolished	Abolish
10.	Other allowances [Para 10]	Follow cafeteria approach, Exclude NE Allowance (up to 12.5%) and Difficult Area Allowance (up to 10%) from ceiling of 50% of Basic pay	Continue with existing percentages/ amounts as detailed in para 6,7 & 8 of section 7 of this report. Constitute separate Perks Committee
11.	Performance Related Pay [Para 11]	Detailed mechanism given in Annexure-III of DPE OM	Implement PRP after constituting Remuneration Committee
12.	Gratuity [Para 13]	Raised to 10 lakhs from 3.5 lakhs	May be implemented
13.	Long term incentives etc. [Para 12]	Detailed mechanism given in Annexure-IV of DPE OM	Modalities of implementation may be examined separately
14.	Company Car [Para 14]	Car to CMD/ Director/ Project Heads	Being a field organization, existing vehicle policy may continue & reviewed separately
15.	Non unionized staff [Para 15]	To be decided by board	Not applicable in BSNL