



No.: 1-04/2012- PAT(BSNL)

Dated: 15-May-2012

To

All Heads of Telecom Circles &
Heads of other Administrative Units,
BSNL.

Sub: Clarification regarding Pay fixation on first up-gradation under provisions of EPP consequent to pay revision w.e.f. 01.01.2007.

References have been received from field units seeking clarification on method of fixation of pay in case of pre-ponement of 1st pay up-gradation in revised pay scale under EPP in respect of JTOs/JAOs and equivalent grades w.e.f. 1.1.2007.

2. As per Executive Promotion Policy, the 1st up-gradation of IDA scale will be due for consideration on completion of 4 years of service in the current IDA scale subject to the condition that the Executive's pay in the current IDA scale has crossed / touched the lowest of the higher IDA scale for which his/her upgradation is to be considered or on completion of six years of service in the current IDA scale, whichever is earlier.

3. Accordingly, the executives in pre-revised E1A scale of (Rs. 9850-250-14600), in respect of whom the pay was not crossing / touching the lowest of the higher scale of pre-revised E2A scale in four years, were granted first up-gradation on completion of six years of service in E1A scale after 01.01.2007 in pre-revised E2A scale of Rs.11875-300-17275.

4. The Notification for revision of pay of the Executives w.e.f. 1.1.2007 was issued vide Office Order No.1-50/2008-PAT(BSNL) dated 5.3.2009. The Executives were also given an option 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 vide BSNL letter No.1-11/2009-PAT(BSNL) dated 31.3.2009.

5. In the absence of revised E2A, it was decided vide BSNL order No. 400-61/2004-Pers.I (Pt.II) dated 18.03.2010 that the first IDA pay scale upgradation to the executives working in revised E1A pay scale will be provisionally placed in revised E2 pay scale as per the attendant conditions of EPP. This will be subject to further revision of scale of E1A/E2A, if any agreed by BSNL Management in this regard at a later date.

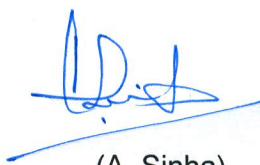
6. Executives of E1A holders, who got fitment benefit (pre-revised pay*1.688*1.3) on 1.1.2007, have become eligible for 1st upgradation in E2 pay scale on 01.01.2007 itself or thereafter in accordance with the BSNL order No. 400-61/2004-Pers.I (Pt.II) dated 18.03.2010.

7. The issue regarding method of pay fixation on pre-ponement of upgradation as mentioned above has been examined in consultation with EF Cell of BSNL CO and it is clarified that once the pay of an employee is fixed in revised pay scales as on 01.01.2007, the facility of option to get the revision of pay from the date of promotion or from the date of next increment in the existing scale ceases to exist. **As such, an employee, who became entitled for first upgradation under EPP by virtue of crossing the minimum of revised E2 scale on 1.1.2007 or thereafter, will not be eligible to get an option to come over to revised scale from the date of upgradation i.e. fitment benefit (basic pay*1.688*1.3) is not available on the date of pre-ponement of 1st upgradation in E2 scale as the Executive has already exercised his/her option to switchover to revised IDA pay scale w.e.f. 1.1.2007 and because of which he/she has become eligible for 1st upgradation in revised E2 pay scale.**

8. However, if an employee opted to switch over to revised IDA pay scales from the date of up-gradation in the pre-revised pay scale under EPP after 1.1.2007 as per this office letter No.1-11/2009-PAT(BSNL) dated 31.3.2009, then the employee will have an option to continue in pre-revised scale till the date of upgradation and on the date of such upgradation, their pay will be fixed in revised pay scale as per Para 2 of this office order No.1-50/2008-PAT(BSNL) dated 5.3.2009.

9. It may kindly be ensured that the pay of the executives on pre-ponement of 1st upgradation on 1.1.2007 or thereafter is regulated as per Para 7 above. If any discrepancies are found in re-fixation of pay on pre-ponement of 1st upgradation, the same may be rectified immediately under intimation to this office.

Encl: Sample Pay fixation



(A. Sinha)

Asstt. General Manager (Pers.V)

Copy for information to:-

1. PPS to CMD, BSNL, New Delhi.
2. PPS to Dir(HR)/Dir(Enterprise)/Dir(CFA)/Dir(C M)/Dir(Fin) BSNL Board.
3. All Executive Directors.
4. All PGMs/GMs in BSNL C.O.
5. DGM(A)/(CA)/(EF)/(Pers.)/(SEA)/(Civil)/(Arch)/(Elect)/(TF) BSNL C.O.
6. AGM(R&P)/(EF)/(CSS)/(SEA)/(Pers.I)/(Pers.II)/(Pers.III)/(Pers.IV)/(Civil)/(A&E)/(TF)BSNL C.O.
7. DM(PayBill)/(Cash)/(L&A)/(Pen.)/(CSS)/(Pers.I)/(Pers.II)/(Pers.III)/(Pers.IV),BSNL C.O.
9. AD(OL) for Hindi version.
10. Guard File.

Sample Pay fixation

Date of appointment:		01.01.2002 in the pre-revised scale Rs. 9850-250-14600 (E1A)			
Upgradation scale:		Rs. 11875-300-17275 (E2A) in pre-revised; Rs. 20600-46500 (E2) in revised scales			
Comple ted years of service	As on date	Basic Pay in the pre- revised scales	After revision of pay scale w.e.f. 01.01.2007		
			A = In case option exercised to get Pay revision from the date of promotion after 01.01.2007 in pre-revised E2A pay scale (e.g. say on 1.1.08) Basic pay	B = First upgradation granted after completion of four years & crossing the lowest of revised E2 scale (on 1.1.07) Basic pay	C = Incorrect pay fixation followed by some field units in case of pre-ponement of first financial upgradation
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>
0	01-01-2002	9850			
1	01-01-2003	10100			
2	01-01-2004	10350			
3	01-01-2005	10600			
4	01-01-2006	10850			
5	01-01-2007	11100	11100	≈11100*1.688*1.3 =24360 25090 [@]	11875*1.688* 1.3 =26060 ^u
6	01-01-2008	11875 ^α	11875*1.688*1.3 =26060 [^]	25850	26850
7	01-01-2009	12175	26850	26630	27660
8	01-01-2010	12475	27660	27430	28490
9	01-01-2011	12775	28490	28260	29350
10	01-01-2012	13075	29350	29110	30240

^α Granted First upgradation in pre-revised pay scales on completion of six years of service.

[@] added a notional increment on upgradation in next pay scale after revision of scale w.e.f. 01.01.2007 (24360 + 3% of 24360 = 25090).

[^] Pre-revised scales shall continue till the date of promotion and accordingly employee will not be eligible for any pay arrears for that period i.e. 01.01.2007 to 31.12.2007

^u Upgradation granted in pre-revised E2A IDA pay scale and then the pay is revised by applying the fitment formula.

In Case 'A' – Pay fixation in the revised IDA pay scale will be w.e.f. 11.01.2008 & hence no arrear on account of revision are due for the period 01.01.2007 to 31.12.2007.

In Case 'B' – Pay fixation in the revised IDA pay scale is effective w.e.f. 01.01.2007.

In case 'C' – Incorrect pay fixation, that needs to be corrected immediately.

[Signature]
15.5.2012