



**BHARAT SANCHAR NIGAM LTD.**  
(Corporate Office)  
H.C. Mathur Lane, Janpath,  
New Delhi -110 001.  
[PAT Section]

**OFFICE ORDER**

No.1-33/2008-PAT (BSNL) /Comp. Allowance/4-

Dated, the 4-9-2009

**Sub:** Grant of Allowances to the **Executive employees** (including un-absorbed officers who are working in BSNL on deputation/deemed deputation) on revised pay.

Consequent on revision of pay of the **Executive employees**(including un-absorbed officers who are working in BSNL on deputation/deemed deputation) in CDA Scales w.e.f 1.1.2006 and in IDA scales w.e.f. 01.01.2007, the issue of grant of Allowances payable to the **Executive employees** on revised pay has been under consideration in this office. The approval of the Board of Directors of BSNL is, hereby, conveyed for the grant of Allowances to all Executive employees on their revised pay(CDA / IDA) till further orders..

2. The following Allowances may be paid at revised pay (CDA / IDA) to the un-absorbed officers w.e.f. 01.09.2008 and absorbed and directly recruited **Executives** w.e.f 27.02.2009:

a) **Special (Duty) Allowance (SDA) :**

Special (Duty) allowance will be admissible @ 12.5% of revised basic pay in N. E. Region (including Sikkim) and Ladakh. However, the attendant conditions prescribed in Department of Expenditure OM No. 11(5)/2008-EII(B) dated 29-08-2008 will be applicable.

b) **Special Compensatory ( Remote Locality) Allowance:**

Special Compensatory (Remote Locality) Allowance will be admissible at the following rates as per classification of areas and attendant conditions mentioned in Department of Expenditure OM No. 3(1)/2008-EII(B) dated 29-08-2008 :

| Category of Employees  |   | Part A    | Part B    | Part C    | Part D    |
|--|---|-----------|-----------|-----------|-----------|
| Grade pay in CDA   | IDA Scale   | (Rs/p.m.) | (Rs/p.m.) | (Rs/p.m.) | (Rs/p.m.) |
| For posts in the grade pay of Rs.5400 and above and pay scale of HAG+ and above. | Revised pay in the scale of Rs.24900-50500 (E3) and above | 2600      | 2100      | 1500      | 400       |
| For the posts in the grade pay less than Rs.5400                                 | Revised pay in the scale below Rs. 24900-50500 (E3)       | 2000      | 1600      | 1200      | 320       |

c) **Special Compensatory (Bad Climate) Allowance:**

Special Compensatory (Bad Climate) Allowance will be admissible at the following rates as per the attendant conditions prescribed in Department of Expenditure OM No. 5(1)/2008-EII(B) dated 29-08-2008 :

| Category   |   | Rate per month |
|--|---|----------------|
| Grade pay in CDA   | IDA Scale   | (Rs.)          |
| For posts in the grade pay of Rs.5400 and above and pay scale of HAG+ and above. | Revised pay in the scale of Rs.24900-50500 (E3) and above | 400            |
| For the posts in the grade pay less than Rs.5400                                 | Revised pay in the scale below Rs.24900-50500 (E3)        | 240            |

d) **Special Compensatory (Hill Area) Allowance:**

Special Compensatory (Hill Area) Allowance will be admissible at the following rates as per the attendant conditions prescribed in Department of Expenditure OM No. 4(2)/2008-EII(B) dated 29-08-2008:

| Category   |   | Rate per month |
|--|---|----------------|
| Grade pay in CDA   | IDA Scale   | (Rs.)          |
| For posts in the grade pay of Rs.5400 and above and pay scale of HAG+ and above. | Revised pay in the scale of Rs.24900-50500 (E3) and above | 600            |
| For the posts in the grade pay less than Rs.5400                                 | Revised pay in the scale below Rs.24900-50500 (E3)        | 480            |

e) **Scheduled /Tribal Area Allowance:-**

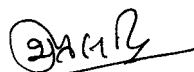
Tribal Area Allowance will be admissible at the following rates as per the attendant conditions prescribed in Department of Expenditure OM No. 17(1)/2008-EII(B) dated 29-08-2008:

| Category   |   | Rate per month |
|--|---|----------------|
| Grade pay in CDA   | IDA scale   | (Rs.)          |
| For posts in the grade pay of Rs.5400 and above and pay scale of HAG+ and above. | Revised pay in the scale of Rs.24900-50500 (E3) and above | 400            |
| For the posts in the grade pay less than Rs.5400                                 | Revised pay in the scale below Rs.24900-50500 (E3)        | 240            |

f) **Island Special Duty Allowance:**

Island Special Duty Allowance will be admissible at the following rates as per the attendant conditions prescribed in Department of Expenditure OM No. 12(3)/2008-EII(B) dated 29-08-2008 :

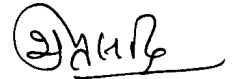
| Areas   | Rates                                      |
|---|--|
| Areas around Capital Towns (Port Blair in A & N Islands Kavarati and Agatti in Lakshadweep)   | 12.5 % of basic pay + NPA where applicable |
| Difficult Areas (North and Middle Andaman, South Andaman excluding port Blair in A & N Islands, all Islands in Lakshadweep except Kavarati, Agatti and Minicoy) | 20% of basic pay + NPA where applicable    |
| More Difficult areas ( Like Andaman Nicobar group of Islands, East Islands in A & N Islands, Minicoy in Lakshadweep)  | 25% of basic pay + NPA where applicable    |



**g) Hard Area Allowances**

Hard Area allowance will be admissible @ 25% of basic pay+NPA where applicable alongwith attendant conditions prescribed in Department of Expenditure OM No. 12(4)/2008-EII(B) dated 29-08-2008 .

3. All other terms and conditions of Department of Expenditure OMs mentioned above will continue to be applicable.
4. In case of any doubt/clarification with regard to any allowances revised under this Office Order, the same may be referred to this office for clarification.
5. While making payment of above Allowances to the Executive Employees, the concerned DDO/ paying authority will ensure that payment of all allowances and perks , which are within the limit of 50% of the basic pay, should not exceed the maximum ceiling of 50% of the basic pay of the concerned executive in terms of DPE OM dated 26.11.2008. The list of allowances which are outside the purview of 50% of the basic pay is given in Para 10(i) of DPE OM dated 26.11.2008.
6. Errors and Omissions occurred while calculating the arrears therein are subject to rectification and correction. Over payments made, if any, shall be recovered as per rules.
7. Hindi version will follow.



(Sheo Shankar Prasad)  
Assistant General Manager(Pers-V)  
Tel.No.23037475

To

All Heads of Telecom. Circles  
All Heads of other Administrative Units.

Copy for information to:-

1. PPS to CMD, BSNL, New Delhi
2. PPS to Dir(HR)/Dir(Enterprise)/Dir (Consumer fixed Access)/ Dir. (Consumer Mobility)/Dir(Fin), BSNL Board
3. All PGMs/GMs in BSNL CO.
4. DGM (A)/ (CA)/(EF)/(Pers.)/(SEA)/(Civil)/(Arch)/(Elect)/(TF) BSNL CO.
5. AGM (R&P)/(EF)/(SEA)/(Pers-I)/(Pers.II)/(Pers.III)/(Pers.IV)/(Civil)/(A&E)/(TF), BSNL CO
6. DM (Pay Bill)/(Cash)/(L&A)/ (Pension), BSNL CO
7. AD(OL) for Hindi version
8. Guard File.



(J.B. Gupta)  
Dy. Manager(PAT)