



Bharat Sanchar Nigam Ltd.  
(A Government of India Enterprise)  
Corporate Office  
201-B, Statesman House, Barakhamba Road  
New Delhi-110 001

No 15-3/07-PAT(BSNL)

Dated, the 10<sup>th</sup> May 2007

To

The Chief General Manager,  
B S N L., IT Project Circle,  
PUNE.


**Subject:- Clarification on admissibility of Perks & IDA scales –Implementation of the HR Package.**

Sir,

I am directed to refer to your DO. letter No.ITPC/17/06-07 dated 23.3.07 on the subject cited above. The clarification in response to the issues raised are as below:-

	Issues	Clarification
1	In case of non-executive employees, after upgradation of their pay due to ACP or promotion policy, their pay scale reaches the executive cadre pay scale. In such cases, the DDOs in field units are paying the allowances like Professional Upgradation Allowance (applicable to executive employees) to non-executive employees. However, some DDO units have reported that as per BSNL Corporate office orders such allowances are not admissible to the non-executive employees. In HR package this allowance is made applicable on the basis of pay scale only since pay scale is the only criteria used today to make distinction between executive and non-executives. It may kindly be clarified whether any modification in the software is required?	Perks issued vide this Office Order No.15-8/06-PAT (BSNL) dated 23.8.06 are not admissible to the Non-executive employees who are drawing IDA pay scale of Executive due to ACP. However, the Non-executive employees who are officiating in executive cadre are eligible for perks of Executives in terms of this office order No.15-11/06-PAT (BSNL) dated 23.2.07.
2	In cases, where PO is not issued for BSNL absorbed employees this package allows only the CDA pay scale. However, some field units have switched over to IDA pay scale for such employees. IT Project Circle is advising to Field units that unless the PO is issued IDA pay scale cannot be given and IT Circle is not making any change in the software.	The IDA pay scale is admissible only in case where PO has been issued. Advise of IT Cell is in order.
3	In some units, for employees drawing CDA pay scale, the BSNL allowances such as Professional Upgradation Allowance, Diet Allowance, Entertainment Allowance etc. are being drawn. IT Project Circle has intimated that in the package, they are not allowing such allowances to be drawn for employees drawing CDA pay scale.	As per standing instructions, Perks issued vide this Office Order No.15-8/06-PAT(BSNL) dated 23.8.06 are admissible to the Executive employees who are drawing IDA pay scales. The provisions made in the HR package are in order.

Yours faithfully

  
(R.R.P. Sinha)  
Assistant Director General(Pers-V)  
Tel.No.23037475

Copy to:-

1. All CGMs Telecom. Circle, BSNL.
2. All Heads of Administrative Units. BSNL.