



No.: 1-31/2011- PAT (BSNL)

Dated: 2-Dec-2011

To
All Heads of Telecom circles.
All Heads of other Administrative units.

Subject: Regarding fixation of pay on promotion for executive employees – clarification on method of fixation of pay on promotion w.r.t. 2nd Pay revision.

Sir,

As per the para (ii) of the Annex II (A) of para 5 of the DPE OM dated 26.11.2008 on fixation of pay on promotion in respect of executives, one notional increment being 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. This provision was notified as para 5 of BSNL Office order no. 1-50/2008-PAT(BSNL) dated 05.03.2009 as per Presidential directives issued by DoT vide their letter 61-01/2009-SU dated 27.02.2009.

2. The issue of pay fixation on promotion in terms of above orders were referred to DoT for clarification as on promotion whether one notional increment equal to last increment being drawn may be granted or notional increment equal to 3% of the existing Basic Pay may be granted as available in CDA pattern.

3. The clarification from DoT has been received vide their letter no. 61-01/2001-SU dated 17.11.2011. Accordingly, a copy of DoT letter dated 17.11.2011 is circulated to all concerned for necessary action.

4. It is therefore, requested that the instructions mentioned in DoT letter dated 17.11.2011 may be followed scrupulously.

Encl. As above.

Yours faithfully,

(Sheo Shankar Prasad)
Assistant General Manager (Pers. V)
Tel. No. 23037475, Fax. 23766034

Copy to:

1. PPS to CMD, BSNL, New Delhi.
2. PPS to Dir(HR) / Dir(Enterprise) / Dir(CFA) / Dir(CM) / Dir(Finance) BSNL Board.
3. All Executive Directors, BSNL C.O., New Delhi.
4. All PGMs / GMs, BSNL C.O., New Delhi
5. Addl. GM / DGM (Pers.) / (SEA) / Civil / Elec. / Arch. / (EF) BSNL C.O.
6. AGM (Pers. I/II/III/IV) / (Pension) / (CSS) / (A&E) / (Civil) / (SEA) / (EF) BSNL C.O.
7. Guard File.

File No. 61-01/2011-SU
Government of India
Ministry of Communications & IT
Department of Telecommunications
PSU-I



Sanchar Bhawan, New Delhi
Dated: 17th November, 2011

To

Shri R.K. Upadhyay
Chairman-cum-Managing Director
Bharat Sanchar Nigam Limited
Bharat Sanchar Bhawan, Janpath
New Delhi-110 001

Subject: Regarding fixation of pay on promotion-clarification on method of fixation of pay on promotion w.r.t. 2nd pay revision.

Reference: File No. 1-50/2008-PAT(BSNL)/(Part-II)

Sir,


This Division received a proposal from BSNL under File No. 1-50/2008-PAT(BSNL)/(Part-II) seeking clarification in connection with method of fixation of pay on promotion w.r.t. 2nd pay revision. The proposal of BSNL has been examined and it is observed that some ambiguity prevails in BSNL regarding method of pay fixation on promotion in respect of executives on implementation of 2nd PRC w.e.f. 01.01.2007.

2. The comments/views of Department of Telecommunications in the matter are as under:

“DPE has allowed various benefits/ options such as bunching of pay, higher pay for ‘A’ category PSUs, PRP etc. to PSU employees drawing pay in IDA pattern whereas such benefits/options are not available in CDA pattern/ 6th CPC. Considering the fact that benefits/options available in IDA pattern and CDA pattern are not comparable, clarifications issued by the Government with reference to 6th CPC recommendations has no relevance with fixation of pay in IDA pattern. BSNL is therefore advised to implement the existing orders of DPE. The orders of DPE are very clear which stipulates as under:

“Pay fixation of promotion: One notional increment equal to the increment being 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”.

Yours faithfully,


(Sanjeev Gupta)
Director(PSU-I)
Tel: 2303 6019