



राष्ट्र हित

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अधिकारी हित

# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( A Recognised Association of BSNL Executives )

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

President

**G Veerabhadra Rao**  
9440648648

General Secretary

**Ravi Shil Verma**  
8373967633

Finance Secretary

**Badri Kumar Mehta**  
9868183579

All communication at E-mail - "chqaigetoa@gmail.com" only

**GS / AIGETOA / 2024-25 / 113**

**Dated 17.12.2024**

**To,**  
**The Chairman,**  
**Joint Committee for Wage Structure for Non-executive Employees,**  
**BSNL.**

**Subject:** Submission on Addressing/Resolution of the Denial of Dearness Allowances (DA) in Salary due to Lacunae in 2nd Wage Revision for JE (erstwhile TTA) in BSNL, Currently Working as JTO/JEs.

**Dear Sir,**

AIGETOA extends its wholehearted wishes and support to the Wage Negotiation Committee reconstituted vide letter dated 16th December 2024. In line with this, we would like to bring to your kind attention an important issue regarding the LICE JTOs who are suffering from substantial pay loss due to the denial of Dearness Allowances (DA) in their salary. This issue has arisen due to a lacuna in the 2nd Wage Revision for JEs (erstwhile TTAs) in BSNL, and we seek your intervention for its resolution.

As you are aware, the 2nd wage revision was implemented on 7th May 2010. The NE-9 scale for TTAs was revised to Rs. 13600/- 3% - Rs. 25420/-. Later, BSNL management agreed to extend the benefit of the 50% DA merger (DP) in the form of a 78.2% fitment benefit. However, due to a misinterpretation and incorrect implementation of the DPE guidelines, the benefit of the 50% DA merger was extended only to pre- 01.01.2007 BSNL recruited employees, while post-2007 recruits up to 07.05.2010 were denied this benefit, even though they were already receiving 50% DA merger as part of salary.

It is important to note that DPE guidelines were formulated to compensate all employees who were receiving a 50% DA merger, irrespective of the date of recruitment. Thus, these employees need to be treated separately in the wage revision. You will also appreciate that Dearness Allowance (DA) is intended to compensate for inflationary market conditions, and it cannot be denied with retrospective effect.

We earnestly request once again that the issue may be resolved by extending the benefit of the 50% DA (DP) merger in its original form within the revised pay scale for BSNL employees recruited between 1.1.2007 and 7.5.2010. AIGETOA has previously raised this matter in various meetings and latest during an agenda meeting, which was attended by our respected CMD BSNL, Shri A. Ravi J. Robert Ji, Director HR, Dr. Kalyan Sagar Nippani Ji, PGM (SR)/PGM (Pers)

[www.aigetoachq.org](http://www.aigetoachq.org)

Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

Smt. Anita Johri, PGM (Recruitment & Training) Shri Sourabh Tyagi, and PGM (Admin) Shri Sanjeev Tyagi.

**We have attached a detailed representation along with supporting documents for reference and request that the matter be deliberated upon within the esteemed committee for favorable consideration and recommendation. We look forward to the kind intervention of the whole committee members in this regard and positive resolution of this issue.**

**Thank you for your precious time and attention.**

**Sd/-  
[Ravi Shil Verma]  
General Secretary**

**Copy to :**

1. Director HR, Dr. Kalyan Sagar Nippani Ji for kind information pls.
2. PGM SR, Smt Anita Johri, for kind information pls.
3. Members of the Joint Committee for Wage Structure for non-executive employees for kind consideration pls.
4. Shri P Abhimanyu, General Secretary BSNLEU for kind information pls.
5. Shri C Singh, General Secretary NFTE for kind information pls.

**Addressing/Resolution on the denial of Dearness Allowances (DA) in salary due to lacunae in 2nd wage revision in case of JE (erstwhile TTA) in BSNL**

**Respected Sir/Madam,**

There is a substantial pay loss for employees recruited between 1-1-2007 to 7-5-2010 as TTA (JE) in the pay scale of 7100-200-10100 (NE-9) (Advt. No 16-2/2007 Dtd TVM 33, 15-09-2007 Notification Annex 1), now works as JTO/ JEs. After recruitments in year 2008 /2009/ 2010, they had worked in same Pay Scale at par with other working Departmental TTAs (JEs) recruited before 1.1.2007, till actual implementation of 2nd Wage Revision on 7th May 2010 (which is due on 1.1.2007).

Before implementation of 2nd Wage revision all working BSNL employees (pre and post 1.1.2007 recruited) contain Dearness Pay (referred as DP hereafter) part in their salary structure. (Salary slip is attached in Annex-2 for your ready reference)

On 7.5.2010 2nd wage revision was implemented. NE-9 scale of TTAs were revised to Rs 13600/- 3% -25420/-. (2nd wage revision document signed by unions and BSNL management attached in Annexure -3 for your ready reference File No: 1-16/2010-PAT (BSNL) dtd 7-05-2010).

After a year, to avail benefit of 50 % DA merger (DP), on the basis of DPE guidelines meetings were held between Non executive unions, Executive associations and BSNL management. As a result, BSNL management agreed to extend benefit of 50% DA merger (DP) in the form of 78.2% Fitment benefit and drawn letter attached in No 1-16/2010-PAT (BSNL) Dated the 10-06-2-13 Annexure -4. So, in all pre 2007 recruited employees got DP part via adjustment of some other allowance.

Injustice with post 1.1.2007 BSNL recruited employees started henceforth. Due to wrong interpretation and implementation of DPE guidelines benefit of 50% DA merger extended only to pre 1.1.2007 BSNL recruited employees and depriving post 2007 recruited BSNL employees though they are already getting 50% DA merger part in their salary. In later period, when issue was raised by post 2007 BSNL recruited employees, BSNL management denied the 78.2% fitment benefit at par with pre 2007 employees, stating reason of cutoff date of PRC (i.e. 1.1.2007). Concern BSNL Management linked 50% IDA merger fitment benefit with PRC/NE wage negotiation fitment which is not correct in true spirit.

It is important to note that, DPE guidelines in Annexure-5 are basically aimed to compensate benefit to all employees who were having 50% DA merger part in their salary slip, irrespective of employee's recruitment date and not the part of Second Wage revision/ PRC signed between unions/association and BSNL management . It was corrective measure to give benefit of additional part of 50% DA merger (& not the actual basic pay). It was actually implemented w.e.f. June 2008, without arrears. So, it should be treated separately from Second Wage revision/PRC. Reduction of DA part also concluded to reduction of EPF contribution due to unjustified wage revision.

Finally Dearness Pay (DP) part, in its original form is Dearness Allowance (DA) which is given for compensating Inflation in market. So it can't be stopped suddenly.

Above issue can be resolved by extending the benefit of 50% DA (DP) merger in its original form in revised pay scale to BSNL employees recruited between 1.1.2007 to 7.5.2010. As per DPE guideline mention in Annexure -5, there is no compulsion on BSNL management to extend the benefit of 50% DA merger in fitment form. It can be extended in its original form also.

So it is requested to extend benefit of 50 % IDA merger to post 2007 recruited TTAs in its original form (i.e. 50 % of current basic) in revised pay scale with applicable arrears.

**Annexures:**

1. Advt. No 16-2/2007 Dtd TVM 33, 15-09-2007 Notification : Annexure-1, Page 3-4
2. Salary slip is attached : Annexure-2, Page 5
3. 2nd wage revision document
4. File No: 1-16/2010-PAT (BSNL) dtd 7-05-2010 : Annexure-3 , Page 6-14
5. Benefit of 50 % DA merger (DP) BSNL Office Order : Annexure-4 , Page 15
6. Benefit of 50 % DA merger, DPE Guidelines : Annexure-5 , Page 16-18



**BHARAT SANCHAR NIGAM LTD.**  
O/o. the Chief General Manager Telecom  
Kerala Telecom, Trivandrum-695033

No. 16-2/2007

Dated at Trivandrum 33. 15.09.2007

**DIRECT RECRUITMENT IN THE CADRE OF TELECOM TECHNICAL ASSISTANTS IN BSNL**

Applications are invited for recruitment to the cadre of Telecom Technical Assistants in the non executive category under BSNL Kerala Circle.

**1. Secondary Switching Area wise vacancies are indicated below:**

Name of SSA/District	OC	OBC	SC	ST	Total	Address for sending the applications
Trivandrum	31	13	05	01	50	O/o. Principal General Manager Telecom BSNL, Uppalam Road, Statue Trivandrum
Kollam	11	05	02	-	18	O/o. General Manager Telecom District, BSNL Bhavan, Vallayittappalam Kollam-691012
Pathanamthitta	17	07	02	-	26	O/o. General Manager Telecom District, BSNL, Pathanamthitta SSA, Thiruvalla
Alleppey	12	05	02	-	19	O/o. General Manager Telecom Dist. Pitchu Iyer Junction, Alapuzha 688011
Kottayam	17	07	02	-	26	O/o. Principal General Manager Telecom Pulickans Complex, Nagampadam, Kottayam
Ernakulam	44	19	07	-	70	O/o. Principal General Manager Telecom, BSNL Bhavan, Ernakulam, Kochi 682016
Trichur	18	07	03	-	28	O/o. Principal General Manager Telecom, BSNL, Palace Road, Trichur-680020
Palaghat	12	05	02	-	19	O/o. General Manager Telecom, Sanchar Bhavan, T.B Road, Palaghat-678014
Malappuram	17	08	03	-	28	O/o. General Manager Telecom, Konnola Towers, Down Hill, Malappuram-676519
Kozhikode	24	10	04	-	38	O/o. Principal General Manager Telecom, Balan K.Nair Road, Kozhikode-1
Cannanore	17	08	03	-	28	O/o. General Manager Telecom, Thavakkara Cannanore-670002.
<b>Total</b>	<b>220</b>	<b>94</b>	<b>35</b>	<b>01</b>	<b>350</b>	

Note: Vacancies are subject to change

**2. Scale of pay** : Rs.7100-200-10100

**3. Age**

: between 18 -27 years as on 25.10.07. The upper age limit is relaxable by 5 years for SC/ST & 3 years for OBC candidates. Ex-servicemen are eligible for relaxation in age limit as prescribed by the Central Government. The age relaxation for BSNL employees is upto 40 yrs. for OC & 45 yrs. for SC/S. OBC candidates should produce community certificates (non-creamy layer certificate) as per the proforma for appointment of OBC in Central Govt. Services as per Department of Personnel & Training OM No. 36012/22/93Estt(SCT) dt. 8.9.1993

Contd....2

-3-

**13. Training**

Selected candidates have to undergo a training imparted by BSNL for a period of 10 weeks. During the period of training, a stipend will be paid as per rules in force.

**14. Disqualification**

No person (a. who has entered or contracted a marriage with a person having a spouse living or b) who having a spouse living entered in to or contracted a marriage with an y person shall be eligible for appointment, provided that the Company may if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing exempt any person from the operation of this rule.

**15. Probation**

The candidates appointed shall remain on probation for a period of 2 years.

**16. Already employed in the government service.**

Candidates working in Government service, Central/State/Public Sector Undertaking should sent their applications through the Head of their office/Department , so as to reach the concerned office on or before the due date. Applications received after the due date from such offices will summarily be rejected.

**17. BSNL Reserves the Right to amend any clause in this notification in future according the rules and regulations prevailing at that time.**

**18. Candidates are to send application to one SSA only and they will be considered for vacancies of that SSA.**

Sd/-

**K. Santhakumari**  
**Asst. General Manager(R&E)**  
**for CGMT, BSNL, Trivandrum**

**Enclosures to be attached with the applications.**

1. One spare photograph with the name of the candidate on the reverse
2. Bank Draft for Rs.500/- (Rs. Five hundred only) drawn in favor of "Accounts Officer (Cash)" of concerned PGM/GMs payable at the concerned Head Quarters
3. Attested copy of Educational Qualification/SSLC certificate for proof of age
4. Attested copy of community certificate in respect of SC/ST OBC candidates. In case of OBC candidates, no creamy layer certificate in prescribed form issued within last six months is essential.
5. No objection certificate from the present employer
6. 2 Self addressed & stamped envelopes of 25X11 cm size
7. If Ex-serviceman, attested copy of discharge certificates and other relevant service certificates

Note : Please ensure that all enclosures are annexed to the applications properly. No column in the application should be left unfilled. The candidates shall affix their signatures on all true copies/zerox copies of certificates apart from attestation by a gazetted officer. Application without signature of the candidate will be rejected out right. The envelope containing the application should be super scribed as "APPLICATION FOR THE POST OF TELECOM TECHNICAL ASSISTANT"

Sd/-

**Asst. Gen. Manager(R&E)**

**Copy to: Heads of all SSAs for information & necessary follow up action**

BHARAT BANCHAR NIGAM LIMITED  
(A Govt of India Enterprise)  
GM TD OFFICE ALLEPPEY, ALLEPPEY

SALARY SLIP

HR No. : 200803578	Month/Year: JAN / 2009
Name : ANOOP DAS	D A Rate : 40.6
Designation: T.T.A	D N I : 01-DEC-2009
Pay scale : 07100-200-10100	Basic : 7100
EPF Acc No : 19662/56	PAN No : --
Bank Branch: STATE BANK OF INDIA/MULLACKAL	Bank Ac No: 20019647108
Mail/Office: SDE TMN ALP	

EARNINGS		DEDUCTIONS		BALANCES/OUTSTANDING
Basic	7100	EPF S	1797	
DA	4224	CSLIS	105	
D P	3550	P Tax	450	
HRA	799	Union	15	
Diet	225	Welf S	20	
TPA	200	Ben F	25	

Total Earn : 16198      Total Ded : 2412  
Net Pay : 13786 (THIRTEEN THOUSAND SEVEN HUNDRED EIGHTY SIX)

Proof on additional Savings for Tax to reach by 07.02.2009

© Salary Slip printed from BSNL HR & PAYROLL MANAGEMENT SYSTEM

\* This is a Computer generated Salary Slip, hence no signature is required.

No 2  
No 955

ACCOUNTS OFFICER  
GM TD OFFICE ALLEPPEY, ALLEPPEY



**OFFICE ORDER**

(No. 10 of 2010)

File No. 1-16/2010-PAT(BSNL)

Dated 07-05-2010

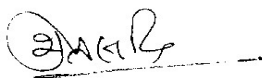
**Sub: Revision of Pay Scales for Non-Executives Employees in BSNL w.e.f. 01.01.2007.**

1.0 In pursuance of Agreement dated **07-05-2010** signed on behalf of the BSNL Management with the representative union of non-executives employees of BSNL in terms of Department of Public Enterprises OM No. 2(7)/2006-DPE(WC)-GL-XIV dated 09-11-2006, the undersigned is directed to convey the approval of the competent authority that the revised IDA Pay Scales in replacement of existing IDA Scales of Non-executive employees of BSNL, effective from 01-01-2007, will be as under :

Sl.No.	Grade	Existing IDA Pay Sales(Rs.)	Revised IDA Pay Scales (Rs.)
1	NE1	4000-120-5800	7760 – 13320
2	NE2	4060-125-5935	7840 – 14700
3	NE3	4100-125-5975	7900 – 14880
4	NE4	4250-130-6200	8150 – 15340
5	NE5	4550-140-6650	8700 – 16840
6	NE6	4720-150-6970	9020 – 17430
7	NE7	5700-160-8100	10900 – 20400
8	NE8	6550-185-9325	12520 – 23440
9	NE9	7100-200-10100	13600 – 25420
10	NE10	7800-225-11175	14900 – 27850
11	NE11	8570-245-12245	16370 – 30630

**2.0 Fitment Method :**

- 2.1 Non-executives who were in the pre-revised non-executive pay scales before 01.01.07 will be placed in the corresponding revised non-executive pay scales as per the fitment formula given in para 2.3 below.
- 2.2 Non-executives joining on or after 1.1.2007 will be placed in the initial stage of the revised pay scale in which they are appointed. In cases where emoluments in the pre-revised pay scale (s) on the date of joining BSNL [**i. e. Basic Pay +DP/DA applicable on the date of joining**] exceeds the sum of the pay fixed in the revised pay scale and applicable IDA thereon on the same date, the difference will be allowed as Personal pay and it will be absorbed in future increments.





- 2.3 Fitment in the revised scale shall be made applicable as per following formula :
- a) Basic Pay in the Pre-revised pay scale as on 01.01.2007
- Plus
- b) IDA neutralisation @ 68.8% on Basic pay
  - c) Fitment benefit @ 30 % on [Basic Pay + IDA (68.8%)]
  - d) The amount so arrived at, rounded off to the next multiple of 10 Rupees, shall be the Basic Pay in the revised pay scale.
- 2.4 Where non-executives drawing pay at two or more consecutive stages in the existing pay scales get bunched, then, in the revised IDA pay Scale for every two stages so bunched, benefit of one increment will be given.
- 2.5 As per the fitment method mentioned in para 2.3 and para 2.4 above, scale-wise tables as on 01.01.2007 are enclosed as **Annexure-I**.
- 3.0 Annual Increment/ Stagnation Increment/ Pay Fixation on Promotion.**
- 3.1 Annual increment will be at the rate of 3% of the revised basic pay and will be rounded off to the next 10 Rupees.
  - 3.2 Stagnation increment will be @ 3% of the revised basic pay and the non-executive will be allowed to draw maximum 3 stagnation increments, one increment after every two year upon reaching the maximum of the revised pay scales.
  - 3.3 On promotion, one notional increment equal to 3% of the existing basic pay rounded off to the next multiple of Rs. 10/- would be granted and pay fixed in the promoted scale.
  - 3.4 The annual increment which falls on 01.01.2007 will be granted in the revised pay scale on 01.01.2007.
  - 3.5 The extra increment granted to those non-executives who were unable to get BCR 10% promotion one year prior to their retirement, in terms of BSNL CO order No. 27-8 / 2003-TE-II (i) dated 18.11.2003, before 01.01.2007, shall be added to the pre-revised basic pay for calculating the revised pay. In case this extra increment falls on or after 01.01.2007, then this increment will be granted in the revised pay scale @ 3% of the revised basic pay.
  - 3.6 **The non-executives can opt for the revision of pay on 01.01.2007, or from the date of promotion after 01.01.2007, or from the date of next increment in the existing scale. The option under this shall be exercised in writing in the form as per Annexure- II so as to reach the authority within a period of three months from the date of issue of this order.**

3.7 In case no option is received within the stipulated period mentioned above, pay will be revised w.e.f. 01.01.2007 by default.

#### 4.0 Dearness Allowances :

100% DA neutralization will be adopted for all the non-executives, who are on IDA pattern of scales of pay w.e.f. 1.1.2007. Thus DA as on 1.1.2007 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100, which is 126.33 as on 1.1.2007. The periodicity of adjustment will be once in three months, as per the existing practice for these categories. The quarterly IDA payable from 1.1.2007 will be as per new IDA scheme as given below :-

Date of Dearness Allowance	Rate of Dearness Allowance (in percentage)
01.01.2007	0
01.04.2007	0.8
01.07.2007	1.3
01.10.2007	4.2
01.01.2008	5.8
01.04.2008	6.3
01.07.2008	9.2
01.10.2008	12.9
01.01.2009	16.6
01.04.2009	16.9
01.07.2009	18.5
01.10.2009	25.3
01.01.2010	30.9
01.04.2010	34.8


#### 5.0 House Rent allowance:

The house rent allowance to the non-executive employees of BSNL will be at the following rates and will be payable on revised pay w.e.f. 27<sup>th</sup> February, 2009:-

Cities with Population	Rates of HRA
50 Lakhs & above	30% of Basic Pay
5 to 50 Lakhs	20% of Basic Pay
Less than 5 Lakhs	10% of Basic Pay

#### 6.0 City Compensatory Allowance (CCA)

CCA stands dispensed w.e.f. 27.02.2009. The amount equal to CCA already paid to some employees in accordance with this office letter no. 1-22/2009-PAT(BSNL) dated 04-06-2009, shall be adjusted against the pay revision arrears.



## 7.0 Perks and Allowances

7.1 Perks & allowances will be paid as per existing regulatory conditions applicable in case of particular Perks/allowance to the non-executive employees as per the details given below, with effect from **07-05-2010**.

### 7.2 Allowances:

7.2.1	Transport Allowance	Existing amount will continue. It will be reviewed on 01.01.2012 or as and when Transport Allowance for executives in general in BSNL is revised, which ever is earlier.
7.2.2	Transport Allowance for handicapped employees	Existing higher rate will continue. It will be reviewed on 01.01.2012 or as and when Transport Allowance for executives in general in BSNL is revised, which ever is earlier.
7.2.3	Special (Duty ) Allowance, Island Special Duty Allowance, Hard Area Allowance	Existing percentages will continue on revised basic pay. The eligibilities and attendant conditions will be applicable as in the case of BSNL Executives.
7.2.4	Special Compensatory (Remote Locality) Allowance, Special Compensatory (bad climate) Allowance, Special Compensatory (Hill Area) Allowance, and Scheduled / Tribal Area Allowance.	Existing amount of allowance as applicable to the relevant pre-revised pay slabs will be increased by 75%. The eligibilities and attendant conditions will be applicable as in the case of BSNL Executives.
7.2.5	Cycle Maintenance Allowance	Existing amount of allowance stands increased by 50%.
7.2.6	Cash Handling Allowance	Existing amount of allowance stands increased by 50%.
7.2.7	Escort Allowance (Gr. D accompanying Cashier)	Existing amount of allowance stands increased by 50%.
7.2.8	Children Education Allowance and Hostel Subsidy	Existing rates & amount will continue

### 7.3 Perks Specific in BSNL:

7.3.1	Food Allowance	Discontinued.
7.3.2	Skill Up-gradation Allowance	In order to help non-executive employees of BSNL up-grade their skills, a new allowance @ 2% of revised basic pay per month will be paid.
7.3.3	Rural Duty Allowance	Existing amount will continue.

**7.4 Other Misc. Allowances:**

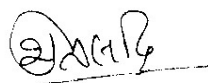
7.4.1	OTA	Existing rate will continue. It will be reviewed on 01.01.2012
7.4.2	TA,DA and Hotel Rates	Existing amount will continue. It will be reviewed after 01.01.2012 or as and when these allowances are revised for executives in general in BSNL, whichever is earlier.
7.4.3	Training Allowance	The rate of Training Allowance stands modified to 7.5% of revised basic pay.
7.4.4	Fixed Conveyance Allowance	Existing amount of allowance stands increased by 50%.

**7.5 Holidays, Leave, Working Hours and LTC etc.**

7.5.1	Holidays and Casual Leave	Existing arrangement in respect of non-executives employees will continue.
7.5.2	Earned Leave, Half Pay Leave & Commuted Leave	Existing arrangement in respect of non-executive employees will continue.
7.5.3	Paternity Leave	Existing arrangement in respect of non-executive employees will continue.
7.5.4	Working Hours	Existing arrangement in respect of non-executive employees will continue.
7.5.5	LTC	Existing arrangement in respect of non-executive employees will continue.
7.5.6	Earned Leave Encashment	Existing arrangement in respect of non-executive employees will continue.
7.5.7	Uniform, Stitching Charges, Rain Coats, Chappals, Shoes, Washing Allowance etc.	Existing arrangement will continue till an alternate policy is worked out by a joint committee of Management and staff side.
7.5.8	Family Planning Increment	Existing amount on corresponding pre-revised scale will continue. It will be revised as and when such revision takes place for Executives.
7.5.9	Other Special Pay Existing in BSNL	Existing rates/ amount on corresponding pre-revised scale will continue. It will be revised as and when such revision takes place for Executives.

**8.0 Advances**

The existing advances in BSNL will continue as per the existing rates/amounts until revised, keeping in view the relevant orders of Central Government. Separate orders will be issued for eligibility conditions etc. as per revised pay scales.



## 9.0 Bonus/PLI

A new scheme will be worked out expeditiously through negotiations between the Management and the recognized union taking into consideration the Performance Management System.

## 10.0 General

- 10.1 Six months interest free Salary Advance paid to the non-executive employees in accordance with this office letter No. 1-22/2009-PAT(BSNL) dated 30.04.2009 and 20.05.2009 and amount equal to CCA as per para 6.0 above shall be adjusted against the pay revision arrear. In case an employee is in receipt of amounts more than his/her entitlement, the excess amount on adjustment of arrears shall be recovered. An undertaking as per **Annexure-III** for this purpose be taken from Non-executive employees before making payment of arrears of pay and allowances admissible under this office order.
- 10.2 Pay of the Non-executives may be fixed in the revised pay scale at the earliest and arrears of pay and allowance may be paid to the employees after obtaining undertaking as per para 10.1 above.
- 10.3 Anomalies / aberrations, if any, arising out of this Wage Revision will be addressed separately.
- 11.0 Hindi version will follow.


**Encl: Annexure: I ,II & III**



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

Copy to :-

- 1) PPS to CMD, BSNL, Bharat Sanchar Bhavan, New Delhi.
- 2) PPS to All Directors, BSNL Board.
- 3) All Executive Directors, BSNL C.O.
- 4) All CGMs/All Heads of Administrative Units of BSNL.
- 5) All PGMs/GMs, BSNL C.O.
- 6) Director (PSU I), DOT, New Delhi w.r.t. his letter no. 61-01/2010-SU dated 05-05-2010
- 7) DGM (CA)/(EF)/(SEA)/A&E/(BW)/(ESTT)/(PERS)/(SR)/(Restg), BSNL C.O.
- 8) AGM (A&E ) (BW)/(CIVIL)/(CSS)/(EF)/(PERS-III)(R&P),BSNL C.O.
- 9) Pay Bill/Cash/L&A/PEN/OL Sections, BSNL C.O.
- 10) AD(OL), BSNL C.O. with the request to provide Hindi version within fifteen days.
- 11) General Secretary, BSNL Employees Union.
- 12) Guard file.



## Anexure - I

Scale NE1 Existing IDA scale - Rs. 4000-120-5800 Revised IDA scale - Rs. 7760 - 13320			Scale NE2 Existing IDA scale - Rs. 4060-125-5935 Revised IDA scale - Rs. 7840 - 14700			Scale NE3 Existing IDA scale - Rs. 4100-125-5975 Revised IDA scale - Rs. 7900 - 14880		
Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay
1	4000	8780	1	4060	8910	1	4100	9000
2	4120	9050	2	4185	9190	2	4225	9280
3	4240	9310	3	4310	9460	3	4350	9550
4	4360	9570	4	4435	9740	4	4475	9820
5	4480	9840	5	4560	10010	5	4600	10100
6	4600	10100	6	4685	10290	6	4725	10370
7	4720	10360	7	4810	10560	7	4850	10650
8	4840	10630	8	4935	10830	8	4975	10920
9	4960	10890	9	5060	11110	9	5100	11200
10	5080	11150	10	5185	11380	10	5225	11470
11	5200	11420	11	5310	11660	11	5350	11750
12	5320	11680	12	5435	11930	12	5475	12020
13	5440	11940	13	5560	12210	13	5600	12290
14	5560	12210	14	5685	12480	14	5725	12570
15	5680	12470	15	5810	12750	15	5850	12840
16	5800	12730	16	5935	13030	16	5975	13120
17*	5920	13000	17*	6060	13300	17*	6100	13390
18*	6040	13260	18*	6185	13580	18*	6225	13670
19*	6160	13520*	19*	6310	13850	19*	6350	13940

\* - Stagnation Increments.

Scale NE4 Existing IDA scale - Rs. 4250-130-6200 Revised IDA scale - Rs. 8150 - 15340			Scale NE5 Existing IDA scale - Rs. 4550-140-6650 Revised IDA scale - Rs. 8700 - 16840			Scale NE6 Existing IDA scale - Rs. 4720-150-6970 Revised IDA scale - Rs. 9020 - 17430		
Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay
1	4250	9330	1	4550	9990	1	4720	10360
2	4380	9620	2	4690	10300	2	4870	10690
3	4510	9900	3	4830	10600	3	5020	11020
4	4640	10190	4	4970	10910	4	5170	11350
5	4770	10470	5	5110	11220	5	5320	11680
6	4900	10760	6	5250	11530	6	5470	12010
7	5030	11040	7	5390	11830	7	5620	12340
8	5160	11330	8	5530	12140	8	5770	12670
9	5290	11610	9	5670	12450	9	5920	13000
10	5420	11900	10	5810	12750	10	6070	13320
11	5550	12180	11	5950	13060	11	6220	13650
12	5680	12470	12	6090	13370	12	6370	13980
13	5810	12750	13	6230	13680	13	6520	14310
14	5940	13040	14	6370	13980	14	6670	14640
15	6070	13330	15	6510	14290	15	6820	14970
16	6200	13610	16	6650	14600	16	6970	15300
17*	6330	13900	17*	6790	14900	17*	7120	15630
18*	6460	14180	18*	6930	15210	18*	7270	15960
19*	6590	14470	19*	7070	15520	19*	7420	16290

\* - Stagnation Increments.

**Scale  
NE7**Existing IDA scale - Rs. 5700-160-8100  
Revised IDA scale - Rs. 10900 - 20400**Scale  
NE8**Existing IDA scale - Rs. 6550-185-9325  
Revised IDA scale - Rs. 12520 - 23440**Scale  
NE9**Existing IDA scale - Rs. 7100-200-10100  
Revised IDA scale - Rs. 13600 - 25420

Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay
1	5700	12510	1	6550	14380	1	7100	15590
2	5860	12860	2	6735	14780	2	7300	16020
3	6020	13220	3	6920	15190	3	7500	16460
4	6180	13570	4	7105	15600	4	7700	16900
5	6340	13920	5	7290	16000	5	7900	17340
6	6500	14270	6	7475	16410	6	8100	17780
7	6660	14620	7	7660	16810	7	8300	18220
8	6820	14970	8	7845	17220	8	8500	18660
9	6980	15320	9	8030	17630	9	8700	19100
10	7140	15670	10	8215	18030	10	8900	19540
11	7300	16020	11	8400	18440	11	9100	19970
12	7460	16380	12	8585	18840	12	9300	20410
13	7620	16730	13	8770	19250	13	9500	20850
14	7780	17080	14	8955	19660	14	9700	21290
15	7940	17430	15	9140	20060	15	9900	21730
16	8100	17780	16	9325	20470	16	10100	22170
17*	8260	18130	17*	9510	20870	17*	10300	22610
18*	8420	18480	18*	9695	21280	18*	10500	23050
19*	8580	18830	19*	9880	21690	19*	10700	23490

\* - Stagnation Increments.

**Scale  
NE10**Existing IDA scale - Rs. 7800-225-11175  
Revised IDA scale - Rs. 14900 - 27850**Scale  
NE11**Existing IDA scale - Rs. 8570-245-12245  
Revised IDA scale - Rs. 16370 - 30630

Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay
1	7800	17120	1	8570	18810
2	8025	17620	2	8815	19350
3	8250	18110	3	9060	19890
4	8475	18600	4	9305	20420
5	8700	19100	5	9550	20960
6	8925	19590	6	9795	21500
7	9150	20080	7	10040	22040
8	9375	20580	8	10285	22570
9	9600	21070	9	10530	23110
10	9825	21560	10	10775	23650
11	10050	22060	11	11020	24190
12	10275	22550	12	11265	24720
13	10500	23050	13	11510	25260
14	10725	23540	14	11755	25800
15	10950	24030	15	12000	26340
16	11175	24530	16	12245	26880
17*	11400	25020	17*	12490	27410
18*	11625	25510	18*	12735	27950
19*	11850	26010	19*	12980	28490

\* - Stagnation Increments.



## ANNEXURE-II

**FORM OF OPTION**

\* (i) I \_\_\_\_\_ hereby elect the revised scale with effect from 1<sup>st</sup> January, 2007.

\* (ii) I \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

\* the date of my next increment

the date of my subsequent increment raising my pay to Rs. \_\_\_\_\_

I vacate or cease to draw pay in the existing scale.

Existing Scale

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office to which employed \_\_\_\_\_

Date :

Station :



## ANNEXURE-III

**UNDERTAKING**

I, hereby, undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the BSNL either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name of the Non-executive \_\_\_\_\_

Designation \_\_\_\_\_

Office to which employed \_\_\_\_\_

Date :

Station :





भारत संचार निगम लिमिटेड  
**BHARAT SANCHAR NIGAM LTD**  
 (A Government of India Enterprise)



**CORPORATE OFFICE**

Bharat Sanchar Bhawan  
 H.C. Mathur Lane, New Delhi-01

No.1-16/2010-PAT(BSNL)

Dated, the 10-06-2013

### OFFICE ORDER

Subject: Benefit of merger of 50% DA effectively amounting to 78.2% for the purpose of fitment w.e.f. 10.06.2013.

The pay of the Non-executive employees of BSNL was revised in pursuance of an Agreement dated 07.05.2010 signed on behalf of the BSNL Management with the representative union of non-executives employees of BSNL in terms of Department of Public Enterprises OM No.2(7)/2006-DPE(WC)-GL-XIV dated 09.11.2006 vide this office order No.1-16/2010-PAT(BSNL) dated 07.05.2010.

2. In pursuance of Presidential Directives of Ministry of Communications & Information Technology, Department of Telecom. issued vide letter No. 61-01/2012-SU dated 10.06.2013, the undersigned is directed to convey the approval of the competent authority for allowing benefit of merger of 50% DA effectively amounting to 78.2% as on 1.1.2007 for the purpose of fitment in respect Non-executive employees of BSNL with effect from the date of issue of Presidential Directives i.e. 10.6.2013.

3. No arrears will be paid and the revised fitment on the basis of DPE OM dated 2.4.2009 will be paid w.e.f. prospective effect only i.e. from the date of issue of Presidential Directives on 10.6.2013.

4. All instructions/guidelines issued by DPE from time to time in this regard may be scrupulously followed.

Hindi version will follow.

(Sheo Shankar Prasad)  
 Asstt. General Manager (Pers.V)  
 Tel.23037475,23037474, FAX-23766034

Copy to:

- 1) PPS to CMD, BSNL, Bharat Sanchar Bhawan, New Delhi.
- 2) PPS to All Directors, BSNL Board.
- 3) All Executive Directors, BSNL C.O.
- 4) All CGMs/All Heads of Administrative Units of BSNL.
- 5) All PGMs/GMs, BSNL, C.O.
- 6) Director(PSU-I), DoT, New Delhi w.r.t. DoT letter No. 61-01/2012-SU dated 10.06.2013.
- 7) DGM(CA)/(EF)/(SEA)/(A&E)/(BW)/(Estt)/(Pers)/(SR)/(Restg), BSNL.C.O.
- 8) AGM(A&E)/(BW)/(Civil)/(EF)/(Pers.I, II, III & IV)/(R&P), BSNL C.O.
- 9) Pay Bill/Cash/L&A/Pen/OL Sections, BSNL C.O.
- 10) AD(OL), BSNL C.O. with a request to provide Hindi version within fifteen days.
- 11) General Secretary, BSNL Employees Union / NFTE.
- 12) Guard File.

No.2 (70)/08-DPE (WC) - *GL-VII/09*  
 Government of India  
 Ministry of Heavy Industries & Public Enterprises  
 Department of Public Enterprises

Public Enterprises Bhawan  
 Block No.14, CGO Complex, Lodi Road  
 New Delhi, the 2<sup>nd</sup> April, 2009

**OFFICE MEMORANDUM**

**Sub: Revision of scales of pay w.e.f. 01.01.2007 for Board level and below Board level executives and Non-Unionised Supervisors in Central Public Sector Enterprises (CPSEs) — Report of the Committee of Ministers thereon.**

The undersigned is directed to refer to this department's O.Ms. of even number dated 26.11.2008 and 09.02.2009 regarding pay revision of Executives and Non-unionised Supervisors of CPSEs w.e.f. 1.1.2007. Subsequent to issue of O.M. dated 26.11.2008, the Government constituted a Committee of Ministers to look into the demands raised by CPSE executives of Oil and Power Sectors.

2. The Government, after due consideration of the recommendations of the Committee of Ministers have decided further as follows:

i) **Benefit of merger of 50% DA with Basic Pay for fitment purpose:** The benefit of merger of 50% DA with Basic Pay w.e.f. 01.01.2007, effectively amounting to 78.2%, would be allowed for the purpose of fitment and pay fixation in the revised pay scales (para 2 (i) of DPE O.M. dated 26.11.2008)

ii) **Superannuation Benefit:** The ceiling of 30% towards superannuation benefits would be calculated on Basic Pay plus DA instead of Basic Pay alone. Any superannuation benefit will be under a "defined contribution scheme" and not under a "defined benefit scheme". CPSEs that do not have superannuation scheme, may develop such scheme and obtain the approval of their Administrative Ministry. However, no other superannuation benefit can be granted outside this 30% ceiling. (para 12, Annex IV(v) of O.M. dated 26.11.2008 refers)

iii) **House Rent Allowance:** There is no change in HRA rates as provided in O.M. dated 26.11.2008. However, in case the actual amount of House Rent Allowance as per prescribed rate is less than the actual amount of HRA drawn earlier in the case of a particular officer, the difference would be allowed to be drawn by the officer as 'Personal Allowance' until the difference is eliminated in course of time subject to the condition that the difference will be subsumed within the overall limit prescribed for perquisites and allowances. (para 7 of O.M. dated 26.11.2008 refers)

iv) **Other perquisites and allowances:** Para 10 of O.M. dated 26.11.2008 provided, inter alia, that "in places, where CPSEs have created infrastructure such

as hospitals, colleges, schools, clubs, etc., these facilities should be monetised at replacement cost for the purpose of computing the perks and allowances."

It has now been decided that for the purpose of reckoning the value of infrastructure facilities, the recurring expenditure on maintaining and running the infrastructure facilities alone would be taken into account. The recurring expenditure should be divided into two parts, based on the proportion of total basic pay of executives and non-unionised supervisors and the total basic pay of workmen. The part attributable to the executives and non-unionised supervisors would be reckoned as the expenditure on perquisites and allowances, subject to the condition that the said amount shall be restricted to 10 per cent of the basic pay of all executives and non-unionised supervisors within the overall limit of 50 per cent of basic pay. (para 10 of O.M. dated 26.11.2008 refers)

The benefit of North East Allowance limited to 12.5% of Basic Pay may also be extended to the Ladakh Region as admissible to Central Government employees. (para 10 (i) of O.M. dated 26.11.2008 refers)

v) **Effective date for revised allowances:** It has been decided that if Presidential Directives are issued by the respective Ministries/ Departments within one month from the date of issue of this O.M., the effective date for revising allowances may be taken as 26.11.2008, being the date of issue of first O.M. by DPE. However, where Presidential Directives are not issued within one month from the date of issue of this O.M., the revised allowances shall be effective only from the date of issue of Presidential Directives. The effective date of allowances can in no case be prior to 26.11.2008. (para 17 of O.M. dated 26.11.2008 refers)

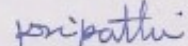
vi) **Introduction of intermediary pay scales to correspond with existing pay scales:** It has been decided that there will be no change in the ten pay scales of below board level posts as indicated in O.M. dated 26.11.2008 and there is no justification for introducing intermediary pay scales. If there have been any aberrations, they need to be corrected. Every officer has to be fitted into the corresponding new pay scale.

However, if there is any exceptional case regarding intermediary pay scales, the same may be referred by the administrative Ministry concerned to the DPE. The issue will be decided by DPE with the concurrence of Department of Expenditure, on a case to case basis without altering the minimum and the maximum of the revised pay scale.

vii) **Other demands:** Government has decided on the basis of the recommendations of the Committee of Ministers that no other change need be made in the O.M. dated 26.11.08 and 09.02.09 issued by the DPE regarding revision of pay scales of Executives and non-unionised supervisors of CPSEs.

3. Government has also decided that benefits under this O.M. read with the earlier decision as conveyed vide O.M. dated 26.11.2008 and 09.02.2009 has to be viewed as a total package. It has also been decided that the pay revision package as communicated by earlier O.Ms. along with the above modifications would be applicable to all the CPSEs.

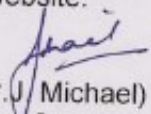
4. The ceilings mentioned under various items given in O.Ms. dated 26.11.08, 09.02.09 and this O.M. are the maximum permissible limits. However, lower limits against these maximum permissible limits can be provided in the Presidential Directives, depending upon affordability, capacity to pay and sustainability of the concerned CPSE.

  
(K.D. Tripathi)

Joint Secretary to the Government of India

Administrative Ministries/ Departments (Secretary by name) of the Government of India.

1. Copy to:
  - Chief Executives of CPSEs.
2. Copy also to:
  - i) Financial Advisors in the Administrative Ministries/Departments.
  - ii) C & AG of India, 10, Bahadur Shah Zafar Marg, New Delhi.
  - iii) Department of Expenditure, E-2 Branch, North Block, New Delhi.
  - iv) Department of Personnel & Training, North Block, New Delhi.
  - v) Chairman, PESB/Member(s), PESB/Secretary, PESB, CGO Complex, New Delhi.
3. Copy also to:
  - i) PS to Home Minister.
  - ii) PS to Minister of P&NG.
  - iii) PS to Minister of Power.
  - iv) PS to MoS (EB&I).
4. Copy also to:
  - i) Prime Minister Office, (Shri T.K.A. Nair, Principal Secretary to PM).
  - ii) Prime Minister Office, (Shri Kamal Dayani, Director).
5. Copy also to:
  - i) Cabinet Secretariat (Shri C.S. Kedar, Joint Secretary).
  - ii) Cabinet Secretariat (Shri K. L. Sharma, Director).
6. Copy also to:
  - i) PS to Minister (HI&PE).
  - ii) PS to MoS (HI&PE).
  - iii) PS to Secretary(PE).
  - iv) AS & FA (PE).
  - v) All officers of DPE.
  - vi) NIC Cell, DPE with the request to upload the O.M. on the DPE website.

  
(P.J. Michael)  
Under Secretary