


<b>IndiaBroadband</b> <i>Linking India</i> >>> CORPORATE OFFICE PAT - SECTION <u>Bharat Sanchar Bhawan,</u> H C Mathur Lane, New Delhi -110001	 <b>भारत संचार निगम लिमिटेड</b> (भारत सरकार का उपक्रम) <b>BHARAT SANCHAR NIGAM LIMITED</b> (A Govt. of India Enterprise)
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No. 2-8/2009-PAT(BSNL)

Dated 23 .09.2009

To

All Heads of Telecom Circles/  
Administrative Units.  
BSNL.

Sub: Anomaly due to accrual of increment of junior earlier than the senior after fixation of pay in revised pay scale on implementation of 2nd PRC.

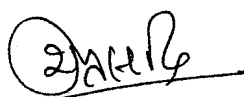
Sir,

I am directed to say that references have been received on above subject wherein it has been requested that increment of seniors may be ante dated at par with junior to remove the anomaly arisen due to accrual of increment to junior earlier than senior after fixation of revised pay on implementation of 2nd PRC recommendations.

2. The matter has been examined with reference to the case of anomaly reported from various units and the cases mainly fall under the following categories:-

- (i) Cases where senior has been drawing more pay than the junior prior to the implementation of 2nd PRC recommendations on 01.01.2007 but pay of both the senior and junior fixed at the same amount on 01.01.2007 in the revised scale, excluding the increment which in certain cases falls on 01.01.2007, on account of application of the bunching provision in 2nd PRC. In this situation, there may be cases where junior starts drawing more pay than the senior due to accrual of annual increment earlier than the senior. These types of cases occur in E7 and above scales.
- (ii) Another type of case is where Senior was drawing more pay than the junior in pre revised scale on 01.01.2007 and his pay has also been fixed in the revised scale at an amount higher than the pay of junior on 01.01.2007 but starts drawing less pay than the junior due to the junior getting his annual increment earlier to the senior. This includes the annual increment due on 01.01.2007.

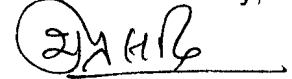
3. It has now been decided with the approval of competent authority that in cases of anomaly as indicated in Para 2 (i) & (ii) above, where senior starts drawing less pay than the junior, the increment to the senior may be granted on the date as admissible to the junior by ante-dating the senior's increment subject to the fulfillment of other terms and conditions as given in annexure. The next increment in all such cases where ante-dating has been done will be granted after a period of 12 months. However, such ante-dating will be allowed only once.



4. In this connection it has been further decided that such cases of anomaly in corporate office may be settled by pay fixation authority in corporate office with the concurrence of EF branch. In respect of cases in Circles/ SSAs, the cases may be settled by circle / SSA heads with the concurrence of their IFA's

Encl: Annexure.

Your's Faithfully,



(Sheo Shankar Prasad)

Assistant General Manager (Pers-V)

Tel 23037475

Copy to:

1. PPS to CMD, BSNL, Bharat Sanchar Bhawan New Delhi
2. PPS to DIR (HR)/DIR(Enterprise)/DIR(Consumer Fixed Access) / DIR(Consumer Mobility)/DIR(Finance), BSNL Board.
3. All Executive Directors, BSNL
4. All PGMs/GMs BSNL, C.O.
5. Director (Estt.), DOT with the request to bring the contents of this letter to the knowledge of all CCA offices w.r.t. DOT letter NO. 40-12/2004-Pen (T) dated 17.01.2005 and subsequent clarification dated 23.05.2008.
6. DGM (Arch.) / (BW) / (Civil) / (EF) / (Electrical) / (Pers.) / (SEA), BSNL C.O.
7. AGM(Pers.I)/(Pers.II)/(Pers.III)/(Pers.IV)/(SEA)/(Electrical)/(Civil), BSNL C. O.
8. Pers. I, II, III & IV / CSS / Pension / A & E/ CWG/ SEA Sections, BSNL, C.O.
9. AD (OL) for Hindi version.
10. Guard File.



( J. B. Gupta)

Deputy Manager (PAT)

Annexure

No.2-8/2009-PAT (BSNL)

Ante-dating of increment of seniors due to accrual of increment to junior earlier than Senior on implementation of 2<sup>nd</sup> PRC recommendation can be done subject to the following conditions.

1. Both the senior and junior executives should belong to the identical cadre and post.
2. The pre-revised and revised scales of pay of both executives should be identical.
3. The senior executive should have been drawing more or equal pay than the junior in pre-revised as well as revised scale before accrual of increment in Jan 2007 or in any month during the year 2007.
4. The anomaly should be directly as a result of application of the fixation Rules on implementation of 2<sup>nd</sup> PRC recommendations.

The ante-dating of increment as such will be allowed only once and next increment to senior executive will be allowed on completion of qualifying period of 12 months from such ante-dating.

A handwritten signature in black ink, consisting of a circular flourish followed by the letters 'DANIB', with a horizontal line underneath.