



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. 1-19/2012- PAT(BSNL)

Dated 08.08.2013

To

Sh. K.S. Dahiya  
Under Secretary to GOI,  
Dept. of Telecommunications, Pension Section,  
Sanchar Bhawan, 20 Ashok Road,  
New Delhi -110001.

Sub: Benefit of merger of 50% DA effectively amounting to 78.2% for the purpose of fitment w.e.f. 10.6.2013.

Sir,

I am directed to refer to your letter No. 40-/13/2013-Pen(T) dated 28.6.2013 on the above mentioned subject and to send herewith the point-wise information as under:-

- (i) In pursuance of Presidential Directives issued vide DOT letter dated 27.2.2009 issued in terms of DPE OM dated 26.11.2008 IDA pay of the Executives & Non-executives was revised vide BSNL CO Order dated 5.3.2009 (Annexure-I) and 7.5.2010 (Annexure-II) respectively. Therein, a uniform fitment benefit @ 30% on basic pay + DA @ 68.8% as on 01.01.2007 was allowed to all employees. A sample pay fixation is illustrated below:

Pre-revised IDA Pay scale	Pre-revised Pay as on 01.01.2007	Revised IDA Pay scale	Revised Pay as on 01.01.2007
₹ 7100-200-10100/-	7900/-	₹13600-25420/-	$=(7900 + DA@68.8\%) * 1.3$ $=(7900 + 5435) * 1.3$ $=17340/-$ (rounded to next '10')
₹ 13000-350-18250/-	14400	₹24900-50500/-	$=(14400 + DA@68.8\%) * 1.3$ $=(14400 + 9907) * 1.3$ $=31600/-$ (rounded to next '10')

In terms of DPE vide OM dated 2.4.2009, allowing benefit of merger of 50% DA with Basic Pay w.e.f. 01.01.2007, effectively amounting to 78.2%, for the purpose of fitment, a proposal, with the approval of BSNL Board, wherein, it was proposed to extend the said benefit to the BSNL employees w.e.f. the date of approval of the competent authority and the payment of arrears to be considered after the Company's operation become profitable, was sent to DOT vide BSNL letter dated 10.9.2012.

DOT vide letter dated 10.6.2013 approved the proposal of BSNL and in partial modification of its earlier letter dated 27.02.2009, the benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 for the purpose of fitment in respect of the Board level executives and Non-unionized supervisors and Non-executives of BSNL has been allowed w.e.f. the date of issue of DOT letter dated 10.06.2013. However, it is mentioned in DoT letter dated 10.06.2013 that no arrears will be paid

*[Signature]*





and the revised fitment on the basis of DPE OM dated 02.04.2009 will be paid with prospective effect only.

Accordingly, BSNL has issued orders for extending the benefit of merger of 50% DA w.e.f. 1.1.2007 effectively amounting to 78.2% for the purpose of fitment in respect of Board level and below Board level Executives and Non-executives of BSNL with effect from the date of issue of Presidential Directives i.e. 10.6.2013 (Annexure-III). Accordingly, the pay fixation with Fitment benefit @ 30% on Basic + DA @ 68.8% has been changed to Fitment benefit @ 30% on Basic pay + DA @ 78.2% as on 01.01.2007 with prospective effect from 10.06.2013. The sample pay fixation as illustrated under para 2(i) shall be revised as below:

Pre-revised IDA Pay scale	Pre-revised Pay as on 01.01.2007	Revised IDA Pay scale	Revised Pay as on 01.01.2007
₹ 7100-200-10100/-	7900/-	₹13600-25420/-	$=(7900 + DA@78.2\%) * 1.3$ $=(7900 + 6178) * 1.3$ <b>=18310/-</b> (rounded to next '10')
₹ 13000-350-18250/-	14400	₹24900-50500/-	$=(14400 + DA@78.2\%) * 1.3$ $=(14400 + 11261) * 1.3$ <b>=33360/-</b> (rounded to next '10')

\*All the allowances like HRA, compensatory allowances, other BSNL specific allowances, etc., are continued to be paid on the revised basic pay fixed by applying fitment benefit @ 30% on basic pay + DA @68.8% w.e.f. 27.02.2009.

- (ii) The referred orders have been implemented in reference of absorbed BSNL employees as on 10.06.2013 only. Since the orders are effective only from this date, the issue of pay revision, notional or otherwise, of those employees who retired between 01.01.2007 and 09.06.2013 does not arise.

Encl: As above.

Yours faithfully,

(A. Sinha)

Assistant General Manager (Pers.V)  
Tel.No. 23037477