



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/CMD/2010

DATED 07.09.2010

To,

**The Chairman cum Managing Director
BSNL
NEW DELHI-110001**

Sub: Pay fixation of the Executives on 2nd time bound financial up-gradation regarding.

Respected sir,

In continuation of our letter dated 28.06.2010, it is constraint to bring to your kind notice that clarification issued by PAT Section on pay fixation on promotion/up-gradation has confused the different divisions in BSNL Corp. Office rather than easing the fixation cases. CSS Section and Pers Section are following the PAT Section guidelines issued on 31.3.2009, but Pers Cell and SEA Section of BSNL CO are interpreting the PAT guidelines in a different manner. It is understood, PAT Section has issued clarification without even taking finance concurrence from Establishment Finance.

The following points regarding pay fixation on promotion/up-gradation needs consideration for review of clarification already issued on 31.3.2009:

The pay fixation on up-gradation of Executives in BSNL Hqrs. from E3 to E4 Scales vide SEA order No.7-4/2007-SEA dated 11.1.2010, has been fixed by giving **one notional increment of 3% on the basic pay arrived at after giving normal annual earned increment of 3% on 1.10.2009. (This is as per the clarification issued by M/Finance on the subject, vide letter No.1/1/2008-IC dated 13.8.2008).**

- As per OM dated 30.3.2009 by PAT Section, 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.
- **The rate of increment has since been fixed as 3% uniformly the enhancement of pay on promotion cannot be taken in terms of rupees, or less than 3% of basic pay.** In other words, the full 3% increment is admissible as notional increment on promotion.
- Since 3% rate of increment has also been adopted by Govt. of India under CDA scales, M/Finance, Dept. Of Expenditure (Implementation Cell) has issued correct method of fixation of pay on promotion vide letter No.1/1/2008-IC dated 13.8.2008.
- The pay fixation on promotion as adopted by some of the PSUs namely, M/s HPCL, M/s ONGC, M/s MTNL as given below may also be referred.

“Pay Fixation on Promotion One notional increment equal to the increment being drawn by the executive in the pay scale (i.e. @ 3% of pay), before such promotion would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10/-“

It is therefore, requested to kindly look into the matter and take necessary action in regard to rectification of pay fixation of the executives on promotion/up-gradation.

Thanking you,

Yours Sincerely,

-sd-

(Prahlad Rai)

General Secretary

Copy to : ED (Fin), BSNL, New Delhi
GM(Estt), BSNL CO, New Delhi.