



BHARAT SANCHAR NIGAM LTD.
(A Government of India Enterprise)
(Corporate Office)
Bharat Sanchar Bhawan
Janpath, New Delhi-110001.
(PAT-Section)

No. 12-8/2008-PAT (BSNL)

Dated, the 26.09.2008

Sub: - Grant of Productivity Linked Incentive (PLI) to staff of BSNL for the year 2007-2008 .

The approval of the competent authority is, hereby, conveyed for payment of Productivity Linked Incentive (PLI) for the year 2007-08 to all those employees who have worked in BSNL during 2007-08 as per following:-

- (i) For non-executive employees either absorbed in or appointed by BSNL and the unabsorbed employees of Group 'C' & 'D', the incentive will be equivalent to 0.75 times of the basic pay of the employees as on 1.3.2008 (basic pay x 0.75), subject to a minimum of Rs.7000/- and maximum of Rs.10,000/-.
- (ii) For Executive employees either absorbed in or appointed by BSNL and the un-absorbed employees of Group 'A' & 'B', the incentive will be equivalent to 0.75 times of the basic pay of the employees as on 1.3.2008 (basic pay x 0.75), subject to a minimum of Rs.10,000/- and maximum of Rs.12,500/-.
- (iii) The PLI to Casual Labourers (including Casual Labourers with temporary status) will be paid @ Rs.3000/- (Fixed) to those employees who have worked for at least 240 days (205 days for those working in offices having 5 day week pattern) during the preceding 3 years as on 31st March of the concerned financial year. No PLI would be admissible for part-time employees.
- (iv) Incentive will be calculated proportionately on the basis of period actually served by the employee in BSNL during 2007-2008.
- (v) In respect of employees absorbed in BSNL, IDA pay scale will apply and for unabsorbed employees, CDA pay scale will apply.

2. The payment of PLI to un-absorbed employees is subject to the condition that in case at a later date, any orders of Govt. for recovery of such amount are received, the same shall be recovered from them.

3. The payment of PLI will be chargeable to the Head "Salaries" under the relevant Sub-Head of Account to which pay and allowance of the staff is debited. The payment will be made from the sanctioned grant for the year 2008-2009.

4. All the concerned units may be directed to ensure that payment of Productivity Linked Incentive (PLI) for the year 2007-08 is made at the earliest. After payment, the total expenditure incurred and the number of employees paid may be ascertained from all the units and consolidated figures be intimated to BSNL Finance by last week of November 2008.

(Sheo Shankar Prasad)
Section Officer(PAT)
Tel. 23037474

Copy to:-

- 1) PPS to CMD, BSNL, New Delhi.
- 2) PPS to Dir/(F)/Dir(HRD)/Dir(O&M)/Dir(O)/Dir(PL&NS).
- 3) All PGM/ GM, BSNL C. O. New Delhi.
- 4) All Heads of Telecom. Circles/ Metro Districts/ Maintenance Regions/ Project Circles/ All other Administrative Units.
- 5) Cash/Pay Bill Section, BSNL C.O.
- 6) General Secretary, BSNLEU.
- 7) Recognized Executive Associations of BSNL.
- 8) AD (OL) for arranging Hindi version