



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 Sales(Rs.)	Pay	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/IDA 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

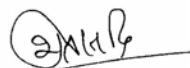
5.0 House Rent allowance:

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. 27th 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

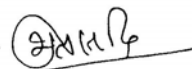
7.1 Perks & allowances will be paid as per existing regulatory conditions applicable in case of particular Perks/allowance to the non-executive employees as per the details given below, with effect from **07-05-2010**.

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

Stage	pre-revised pay	revised pay
1	4000	8780
2	4120	9050
3	4240	9310
4	4360	9570
5	4480	9840
6	4600	10100
7	4720	10360
8	4840	10630
9	4960	10890
10	5080	11150
11	5200	11420
12	5320	11680
13	5440	11940
14	5560	12210
15	5680	12470
16	5800	12730
17*	5920	13000
18*	6040	13260
19*	6160	13520*

Scale
NE2

Existing IDA scale - Rs. 4060-125-5935
Revised IDA scale - Rs. 7840 - 14700

Stage	pre-revised pay	revised pay
1	4060	8910
2	4185	9190
3	4310	9460
4	4435	9740
5	4560	10010
6	4685	10290
7	4810	10560
8	4935	10830
9	5060	11110
10	5185	11380
11	5310	11660
12	5435	11930
13	5560	12210
14	5685	12480
15	5810	12750
16	5935	13030
17*	6060	13300
18*	6185	13580
19*	6310	13850

Scale
NE3

Existing IDA scale - Rs. 4100-125-5975
Revised IDA scale - Rs. 7900 - 14880

Stage	pre-revised pay	revised pay
1	4100	9000
2	4225	9280
3	4350	9550
4	4475	9820
5	4600	10100
6	4725	10370
7	4850	10650
8	4975	10920
9	5100	11200
10	5225	11470
11	5350	11750
12	5475	12020
13	5600	12290
14	5725	12570
15	5850	12840
16	5975	13120
17*	6100	13390
18*	6225	13670
19*	6350	13940

* - Stagnation Increments.

Scale
NE4

Existing IDA scale - Rs. 4250-130-6200
Revised IDA scale - Rs. 8150 - 15340

Stage	pre-revised pay	revised pay
1	4250	9330
2	4380	9620
3	4510	9900
4	4640	10190
5	4770	10470
6	4900	10760
7	5030	11040
8	5160	11330
9	5290	11610
10	5420	11900
11	5550	12180
12	5680	12470
13	5810	12750
14	5940	13040
15	6070	13330
16	6200	13610
17*	6330	13900
18*	6460	14180
19*	6590	14470

Scale
NE5

Existing IDA scale - Rs. 4550-140-6650
Revised IDA scale - Rs. 8700 - 16840

Stage	pre-revised pay	revised pay
1	4550	9990
2	4690	10300
3	4830	10600
4	4970	10910
5	5110	11220
6	5250	11530
7	5390	11830
8	5530	12140
9	5670	12450
10	5810	12750
11	5950	13060
12	6090	13370
13	6230	13680
14	6370	13980
15	6510	14290
16	6650	14600
17*	6790	14900
18*	6930	15210
19*	7070	15520

Scale
NE6

Existing IDA scale - Rs. 4720-150-6970
Revised IDA scale - Rs. 9020 - 17430

Stage	pre-revised pay	revised pay
1	4720	10360
2	4870	10690
3	5020	11020
4	5170	11350
5	5320	11680
6	5470	12010
7	5620	12340
8	5770	12670
9	5920	13000
10	6070	13320
11	6220	13650
12	6370	13980
13	6520	14310
14	6670	14640
15	6820	14970
16	6970	15300
17*	7120	15630
18*	7270	15960
19*	7420	16290

* - Stagnation Increments.

Signature

**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.

(Signature)

ANNEXURE-II

FORM OF OPTION

* (i) I _____ hereby elect the revised scale with effect from 1st 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 :

