



# BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

## CORPORATE OFFICE

### PAT SECTION

Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. 1-50/2008-PAT (BSNL)

Dated: 5 th March, 2009

### OFFICE ORDER

**Sub: Revision of scales of pay of Board level and below Board level Executives of BSNL w.e.f. 01-01-2007----regarding**

In pursuance of the Presidential Directives issued by Ministry of Communications & Information Technology, Department of Telecom. vide letter No. **61-01/2009-SU dated 27th February 2009** in terms of Ministry of Heavy Industries & Public Enterprises, Department of Public Enterprises OM No. 2(70)08-DPC (WC) dated 26-11-2008, the undersigned is directed to convey the approval of the competent authority that the revised IDA Pay Scales in replacement of existing IDA Pay Scales for the Board level and below Board level Executives of BSNL (absorbed and BSNL recruited), effective from 01.01.2007, will be as under:-

Grade	Pre-revised IDA Scales	Revised IDA Scales
E1A	9850-250-14600*	##
E2A	11875-300-17275*	##
E3	13000-350-18250	24900-50500
E4	14500-350-18700	29100-54500
E5	16000-400-20800	32900-58000
E6	17500-400-22300	36600-62000
E7	18500-450-23900	43200-66000
E9	23750-600-28550	62000-80000
E9A	25000-650-30200#	##
Director	25750-650-30950	75000-100000
CMD	27750-750-31500	80000-125000

**## Note: Revised IDA pay scale for E1A, E2A and E9A will be notified later.**

\* In respect of Executives in E1A and E2A scales, their pay may be fixed in the revised E-1 & E-2 IDA scales of Rs.16400-40500 and Rs. 20600-46500 respectively and these revised scales may also be used wherever specifying the pay scales is un-avoidable (e.g. for pension contribution, fresh appointment etc.), till the time new scales are notified.

# In respect of Executives in E9A scale, their pay may be fixed in the revised E9 pay scale of Rs. 62000-80000 subject to provision of revision as and when appropriate replacement scale is notified.

**2. Fitment method:**

- (i). A uniform fitment benefit @ 30%, on basic pay plus DA @68.8% as on 01.01.2007 would be provided to all executives. The aggregate amount would be rounded off to the next ten rupees and pay fixed in the revised pay scale.
- (ii) If any extra ordinary increment(s) and/or increase in the pay in respect of executives have been granted with retrospective effect, which affects the revision of pay as on 01.01.2007, such increment and/or increase in pay will be ignored for the purpose of fitment/pay revision.
- (iii) Where executives drawing pay at two or more consecutive stages in an existing scale get bunched, then, for every two stages so bunched, benefit of one increment shall be given.
- (iv) According to fitment method mentioned above, scalewise tables as on 01.01.2007 are enclosed as Annexure-I.

**3. Increment:**

The Annual Increment will be at the rate of 3% of the revised basic pay and the same will be rounded off to the next multiple of rupees ten.

**4. Stagnation increment:**

The rate of stagnation increment will be 3% of the revised basic pay and executives will be allowed to draw maximum three stagnation increments, one after every two years, upon reaching the maximum of the revised pay scale provided the executive gets a performance rating of "Good" or above.

**5. Pay fixation on promotion:**

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.

**6. Dearness Allowance:**

100% DA neutralization will be adopted for all the 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 DA



payable from 1.1.2007 will be as per new DA scheme as given below:-

<b>Date of Dearness Allowance</b>	<b>Rate of Dearness Allowance (in percentage)</b>
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

**7. House Rent Allowance (HRA):**

The House Rent Allowance to the employees of BSNL will be at the following rates and will be payable on revised pay w.e.f 27-02-2009:-

<b>Cities with population</b>	<b>Rates of HRA</b>
50 lakh and above	30% of basic pay
5 to 50 lakh	20% of basic pay
Less than 5 lakh	10% of basic pay

**8. City Compensatory Allowance (CCA)**

The payment of CCA stands dispensed with w.e.f. 27.2.2009.

**9. Other Allowances & Perks:**

Medical allowance/reimbursement shall be admissible as per pre-revised basic pay +DP+DA as on 1.4.2008. All other allowances and perks other than those specified above will remain unchanged at the amount admissible for the month of January, 2009 till further orders.

**10. Pension Contribution.**

Pension Contribution will be made at the applicable rate as per FR 116 on the maximum of the revised pay scales w.e.f 01.01.2007.

**11. GPF/EPF Contribution:**

Recovery towards GPF/EPF contribution shall be made as per following:

- (i) Recovery of difference in GPF contribution from arrears in case it was recovered less than minimum of 6 % of revised basic pay for absorbed employees w.e.f 01-01-2007



- (ii) Recovery of arrear of EPF contribution w.e.f. 01.01.2007 ( being difference between 12% of revised basic pay & IDA and old basic & IDA) towards employee's share from arrear bill of individual direct recruited employees for payment to EPF authorities.
- (iii) Payment of additional contribution of Employer's share to the tune of difference between 12% of revised basic pay & IDA and old basic pay & IDA, to EPF authorities for direct recruited employees.

**12. Duration:**

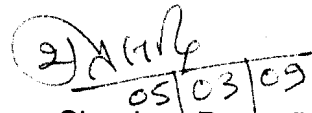
The above IDA pay scales will remain operative till the next Pay scale revision as per DPE Orders applicable to CPSEs or till further orders.

**13. General:**

- (i). Pay on revised pay scales will be drawn from the month of March 2009. Arrears from Jan 2007 to Feb 2009 will be paid in two installments – 40% of the arrears in the current financial year (2008-09) and the balance 60% in next financial year (2009-10), after orders in this regard are issued by this office.
- (ii). Any excess payment, if any, be made as a result of incorrect fixation of pay in the revised scales and in calculation of arrears or detected in the light of discrepancies noticed subsequently shall be recovered either by adjustment against future payments due to Executive concerned or otherwise. An undertaking as per Annexure-II for this purpose will be taken from Executive before making payment of arrears.
- (iii). Anomalies, if any, arising out of this order will be addressed separately.
- (iv). In case of any doubt with regard to implementation of any clause (s) of this Office Order, the same may be referred to Corporate Office with IFA comments for clarification.

Hindi version will follow.

Encl: Annexure-I & II

  
05/03/09

(Sheo Shankar Prasad)

Assistant General Manager ( Personnel-V)  
Phone -23037474, 23037475, FAX -23766034

Copy to:-

- 1) PPS to CMD, BSNL, Bharat Sanchar Bhavan, New Delhi.
- 2) PPS to DIR (HRD)/DIR(C&M)/DIR(O)/DIR(P&NS)/DIR(F), BSNL Board
- 3) All CGMs/All Heads of Administrative Units of BSNL
- 4) All PGMs/GMs, BSNL C.O.
- 5) Director(PSU I), DOT, New Delhi w.r.t DOT letter no. 61-01/2009-SU dated 27-02-2009
- 6) DGM (CA)/(EF)/(SEA)/(A&E)/(BW)/(ESTT)/(PERS)/(SR)/(Restg), BSNL C.O.
- 7) AGM(A&E)/(BW)/(CIVIL)/(CSS)/(EF)/(PERS-I)/(PERS-II)/(PERS-IV)/(R&P), BSNL C.O.
- 8) Pay Bill/Cash/L&A/PEN/OL Sections, BSNL C.O.
- 9) Guard File.



**ANNEXURE-I**

**Scale E1A**

**Scale E2A**

**Scale E3**

Existing IDA scale- Rs.9850-250-14600

Existing IDA scale - Rs.11875-300-17275

Existing IDA scale -13000-350-18250

Revised E1 IDA scale - Rs.16400-40500

Revised E2 IDA scale - Rs.20600-46500

Revised IDA scale - 24900-50500

Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay
1	9850	21620	1	11875	26060	1	13000	28530
2	10100	22170	2	12175	26720	2	13350	29300
3	10350	22720	3	12475	27380	3	13700	30070
4	10600	23270	4	12775	28040	4	14050	30840
5	10850	23810	5	13075	28700	5	14400	31600
6	11100	24360	6	13375	29360	6	14750	32370
7	11350	24910	7	13675	30010	7	15100	33140
8	11600	25460	8	13975	30670	8	15450	33910
9	11850	26010	9	14275	31330	9	15800	34680
10	12100	26560	10	14575	31990	10	16150	35440
11	12350	27110	11	14875	32650	11	16500	36210
12	12600	27650	12	15175	33310	12	16850	36980
13	12850	28200	13	15475	33960	13	17200	37750
14	13100	28750	14	15775	34620	14	17550	38520
15	13350	29300	15	16075	35280	15	17900	39280
16	13600	29850	16	16375	35940	16	18250	40050
17	13850	30400	17	16675	36600	17*	18600	40820
18	14100	30950	18	16975	37250	18*	18950	41590
19	14350	31490	19	17275	37910	19*	19300	42360
20	14600	32040	20*	17575	38570			
21*	14850	32590	21*	17875	39230			
22*	15100	33140	22*	18175	39890			
23*	15350	33690						

**Scale E4**

**Scale E5**

**Scale E6**

Existing IDA scale -14500-350-18700

Existing IDA scale - Rs.16000-400-20800

Existing IDA scale - Rs.17500-400-22300

revised IDA scale - 29100-54500

Revised IDA scale - Rs.32900-58000

Revised IDA scale - Rs.36600-62000

Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay
1	14500	31820	1	16000	35120	1	17500	38410
2	14850	32590	2	16400	35990	2	17900	39280
3	15200	33360	3	16800	36870	3	18300	40160
4	15550	34130	4	17200	37750	4	18700	41040
5	15900	34900	5	17600	38630	5	19100	41920
6	16250	35660	6	18000	39500	6	19500	42800
7	16600	36430	7	18400	40380	7	19900	43670
8	16950	37200	8	18800	41260	8	20300	44550
9	17300	37970	9	19200	42140	9	20700	45430
10	17650	38740	10	19600	43020	10	21100	46310
11	18000	39500	11	20000	43890	11	21500	47180
12	18350	40270	12	20400	44770	12	21900	48060
13	18700	41040	13	20800	45650	13	22300	48940
14*	19050	41810	14*	21200	46530	14*	22700	49820
15*	19400	42580	15*	21600	47400	15*	23100	50700
16*	19750	43340	16*	22000	48280	16*	23500	51570

\*- Stagnation increments.

*(Handwritten Signature)*



E-9 scale

Pre-revised scale of pay and and fitment in the revised scale;				as on 01-01-2007	
Fitment formula Basic+68.8% DA and 30% basic+DA				rounded off to the next ten rupees.	
Scale E9 Pre-revised scale Rs. 23750-600-28550			revised scale Rs. 62000-80000		
stage	pay		Pay		
1	23750		62000		
2	24350		62000		
3	24950		63860		
4	25550		63860		
5	26150		65780		
6	26750		65780		
7	27350		67760		
8	27950		67760		
9	28550		69800		
10	29150 *		69800		
11	29750 *		71900		
12	30350 *		71900		
* stagnation increments					
For E-9A scale					
Pre-revised scale of pay and and fitment in the revised scale;				as on 01-01-2007	
Fitment formula Basic+68.8% DA and 30% basic+DA				rounded off to the next ten rupees.	
Scale E9A pre revised scale 25000-650-30200			Revised scale 62000-80000		(Provisional fixation)
stage	pay		Pay		
1	25000		62000		
2	25650		62000		
3	26300		63860		
4	26950		63860		
5	27600		65780		
6	28250		65780		
7	28900		67760		
8	29550		67760		
9	30200		69800		
10	30850 *		69800		
11	31500 *		71900		
12	32150 *		71900		
* Stagnation increments					

DIR, BOARD

Pre-revised scale of pay and fitment in the revised scale;		as on 01-01-2007	
Fitment formula Basic+68.8% DA and 30% basic+DA rounded off to the next ten rupees.			
Pre revised scale Dir 25750-650-30950		Revised scale 75000-100000	
stage	pay	stage	Pay
1	25750		75000
2	26400		75000
3	27050		77250
4	27700		77250
5	28350		79570
6	29000		79570
7	29650		81960
8	30300		81960
9	30950		84420
10	31600 *		84420
11	32250 *		86960
12	32900 *		86960
* Stagnation increments			
Pre-revised scale of pay and fitment in the revised scale;		as on 01-01-2007	
Fitment formula Basic+68.8% DA and 30% basic+DA rounded off to the next ten rupees.			
Pre revised scale CMD 27750-750-31500		Revised scale 80000-125000	
stage	pay	stage	Pay
1	27750		80000
2	28500		80000
3	29250		82400
4	30000		82400
5	30750		84880
6	31500		84880
7	32250 *		87430
8	33000 *		87430
9	33750 *		90060
* Stagnation increments			

*(Signature)*



Annex-II

**UNDERTAKING**

I, hereby, undertake that any excess payment that may be found to have been made as 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-----

Designation-----

Date:

Station:

