



BHARAT SANCHAR NIGAM LTD.
A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/ 39-10 /SR/2009

Dated the, 7th August, 2009

Sub: **Constitution of Committee to examine identified aberration cases - regarding**

It has been decided to constitute a Committee consisting of the following members to examine aberration cases identified (Annexure-I) in the meeting held on 31st August, 2005. The committee shall submit its recommendations to GM (Estt.) with in a month time from the date of issue of this letter.

Management side members:

- | | | | |
|----|-------------|---|----------|
| 1. | DGM (Estt.) | - | Chairman |
| 2. | AGM (EF-II) | - | Member |
| 3. | AGM (P-V) | - | Member |

Staff side members:

- | | | | |
|----|-----------------------|---|--------|
| 1. | Shri V.A.N.Namboodiri | - | Member |
| 2. | Shri P.Asoka Babu | - | Member |

2. The Committee shall be free to co-opt any officer or officers as member of the Committee.


(L.M.Kandpal)
AGM (SR-III), BSNL CO 7/8

To:

All Committee Members

Copy for info to:

1. PPS Director(HR),BSNL Board
2. GM (Estt.)/GM(SR)/GM(EF)
3. Guard file

Annexure-I

Aberration cases to be examined by the committee

- (A) After the pay fixation as on 01.10.2000, many senior officials in the higher grade are getting fixed at a lower pay in the IDA pay scale than what their juniors in lower grade are getting fixed due to longer span of junior official in the CDA pay scale. Although, on this issue instructions have been issued vide letter No.250-8/2003-Pers.III dated 22.12.2004 that such cases do not fall within the provisions of FRs and SRs for being dealt as anomaly but being a real problem, it needs to be considered as aberration under following circumstances:-
- (i) Whether consequent to promotion of junior official also on or after 01.10.2000, any stepping up can be allowed under the definition of anomaly as recognized in FRs & SRs.?
 - (ii) Whether the senior who was promoted earlier to 01.10.2000 can be given option to continue in pre-promoted scale till 01.10.2000 and get fixed in the IDA scale of pre-promoted grade on point-to-point basis and then fixed in the IDA scale of promoted grade on 01.10.2000 under FR22 (1) (A) (1)?
- (B) The official who have been promoted as on 01.10.2000 or before and have opted for pay fixation from 01.10.2000 or a date later than 01.10.2000 whether such an option be allowed, if yes, in what manner? The need of giving fresh option to such officials appears necessary as officials were not aware about IDA scales and fitment method when exercising option for fixation on promotion.
- (C) The trained and waiting officials of Group D cadre for entry to TM cadre who have been granted 2750-4400 scale prior to 01.10.2000 are reported to be getting fixed at lower IDA pay stage than what they would have been fixed had they continued in their original Group D scale. Similarly, senior officials getting ACP between 09.08.1999 till 01.10.2000 are in certain instances getting fixed at lower stage of IDA scale as on 01.10.2000 than their juniors who got ACP on or after 01.10.2000 particularly civil wing employees covered under Assistant/Main category merger order.