



BHARAT SANCHAR NIGAM LTD.

CORPORATE OFFICE, PERSONNEL – I SECTION
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-11/2011-Pers.I (pt.)

Date:- 23 April, 2012.

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units, **BSNL**


Subject:- Regarding the issue of pay anomaly of certain seniors drawing less pay than juniors due to implementation of IDA pay up gradations under the EPP.

This has reference to Para [1.0][I][d][6] of the Executive Promotional Policy, issued vide this office letter No. 400-61/2004-Pers.I/308 dated 18.01.2007 whereby it is stipulated that-

“Since time bound up gradation of IDA pay scale of any executive under the policy is personal to the executive concerned, no claim whatsoever can be made by comparison on grounds of seniority, class, community, cadre, stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation, substantive status, etc.”

However, several representations were received from individuals as well as Executive Associations relating to pay anomaly arising due to availing of IDA pay scale upgradation by juniors and ad-hoc promotion by seniors before time bound IDA scale upgradation under Executive Promotional Policy. The matter was referred to a high level Committee.

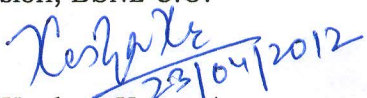
The Competent Authority has considered the recommendation/observations of the Committee and approved that Para [1.0][I][d][6] has been incorporated in the Executive Promotional Policy (vide BSNL CO's OM No. 400-61/2004-Pers.I/308 dated 18.01.2007) in full consideration of the fact that the benefit of one additional increment in certain post promotion may result in senior getting less pay than the juniors. In anticipation of these problems, the benefits of EPP scheme have been made immune to any comparison and have been kept beyond the scope of FRSR in such matters. As such, **such cases of reported anomaly are not to be re-opened/reviewed.**


23/4/2012
(R. K. Verma)

Assistant General Manager(Pers.-I)

Copy to:-

- 1) The PPS to CMD, BSNL/ all Executive Directors, BSNL C.O., New Delhi
- 2) The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O.
- 3) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 4) The DM(PersI/Pers-II/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 5) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.


23/04/2012
(Keshav Kumar)
Deputy Manager(Pers.I)