



**CORPORATE OFFICE, PERSONNEL - I SECTION**  
**4<sup>th</sup> 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,  
Bharat Sanchar Nigam Limited.


**Subject:- Recovery of excess pay i.r.o. AAOs/Sr.AOs as per clarification under the EPP vide letter no.400-175/2007-Pers.I, dt.19.02.2002 - regarding.**

In pursuance to the clarifications issued under the EPP vide BSNL CO's letter No. 400-175/2007-Pers.I dated 19.02.2010, at Sr.No.5 therein, the promotions to the grades of AAO/JTO(LA) and Sr.AO/SrSDE between 01.10.2000 to 30.09.2004 are to be treated as 1<sup>st</sup> time bound promotion in BSNL and cases which are not in conformity were to be reviewed accordingly for recoveries, if any.

Further, on demand from the associations as well as individuals, the issue was referred to a high level Committee and 'recoveries', in this case, were kept in abeyance [vide letter no.400-175/2007-Pers.I(Pt), 19.11.2010] pending examination of the issue.

The recommendations/observations of the Committee have been received and accepted by the Competent Authority and it is conveyed that:

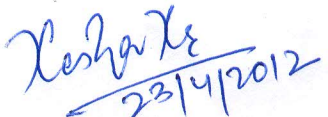
- (i) The provisions of EPP with regard to time bound pay up gradation and post based promotions have already settled down at implementation level over a period of time. The pay grades of AAO /JTO(LA) and Sr.AO/Sr.SDE are not substantive grades and have not been consciously included in the hierarchy of post based promotions of the EPP. Specifically in respect of the pay grade of AAO, *IDA scale was not given by the DPE and was subsequently not included in the BSNL RRs issued in 2001 and was also declared wasting in April, 2004.* Accordingly, the clarification dated 19.02.2010 substantiates the basic guidelines of the EPP.
- (ii) While the pay of the executives shall be regulated in terms of the clarification under Sr.No. 5 of letter No 400-175/2007-Pers.I(Pt.) dated 19.02.2010, excess pay drawn by them, if any, need not to be recovered by the Circles.

  
( 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) GM(Rectt.), BSNL CO, New Delhi.
- 4) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 5) The DM(Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 6) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.

  
23/4/2012

(Keshav Kumar)

Deputy Manager (Pers.I)