

भारत संचार निगम लिमिटेड

BHARAT SANCHAR NIGAM LTD.  
(A Government of India Enterprise)

CORPORATE OFFICE  
PAT SECTION  
Bharat Sanchar Bhawan,  
H. C. Mathur Lane, New Delhi-01

No. 1-20/2011-PAT (BSNL)

Dated at New Delhi 21-12-2011

To,

All Heads of Telecom. Circles/  
All Heads of other Administrative Units.  
Bharat Sanchar Nigam Ltd.

Sub:- Clarification regarding regulation of pay when employees are crossing maximum of the revised IDA scales on grant of annual increment.

Sir,

I am directed to state that various references have been received from different field units regarding grant of annual increment when the employees cross the maximum of their applicable IDA pay scales and grant of stagnation increments thereafter. Both the points are clarified as under:-

- (i) Initial fitments, fixation of pay on promotion and annual increments etc. can be granted only upto the maximum of the scale and not beyond that. This implies that whenever computed amount goes beyond maximum of the scale, the same has to be restricted upto maximum of the applicable scale.
- (ii) The instructions regarding grant of stagnation increments are very clear and self explanatory and should be regulated as per the relevant provisions under this office order No. 1-50/2008-PAT(BSNL) dated 05.03.2009 and 1-16/2010-PAT(BSNL) dated 07.05.2010, as the case may be.

Your's Faithfully,  
  
(Harsh Vardhan Singh)  
Addl. General Manager (Estt),  
Tel.No.23715155

**Copy for information to:**

1. PPS to CMD, BSNL, New Delhi.
2. PPS to Dir(HR)/Dir(Enterprise)/Dir(Consumer fixed Access)/Dir(Consumer Mobility)/Dir(Fin) BSNL Board.
3. PPS to all ED, BSNL CO.
4. All PGMs/GMs in BSNL C.O.
5. DGM(EF)/(Pers.)/(SE A)/(Civil)/(Arch)/(Elect)/(TF) BSNL C.O.
6. Director (PSU-I)/ADG(Accounts-II), DOT.
7. AGM(R&P)/(EF)/(SEA)/(Pers.I)/(Pers.II)/(Pers.III)/(Pers.IV)/Pension/(Civil)/(A&E)/(TF) BSNL C.O.
8. AD(OL), BSNL C.O. with the request to provide Hindi version within 15 days.
9. Guard File.