



No.1-02/2012-PAT(BSNL)

**OFFICE ORDER**

**Sub: Settlement of issue related to reduction in pay in the revised pay scale in respect of Non-executive employees (other than TTAs) appointed between 01.01.2007 and 07.05.2010 as compared to their pay in the pre-revised pay scales- reg.**

Attention is invited to the provision contained in para 2.2 of this office order No.1-16/2010-PAT(BSNL) dated 07-05-2010 wherein it was stated that Non-executives joining on or after 1.1.2007 will be placed in the initial stage of the revised pay scale in which they are appointed. In cases where emoluments in the pre-revised pay scale(s) on the date of joining BSNL [i.e. Basic Pay + DP/DA applicable on the date of joining] exceeds the sum of pay fixed in the revised pay scale and applicable IDA thereon on the same date, the difference will be allowed as Personal pay and it will be absorbed in future increments.

2. The matter has been reviewed and the competent authority has decided to dispense with the methodology of pay fixation as referred to above and now, the pay of Non-executives (other than TTAs who have already been extended the benefit of one advance increment) appointed on or after 01.01.2007 and up to 07.05.2010 may be fixed at the minimum of their respective revised pay scale **plus the difference amount which was allowed as Personal pay** (emoluments in the pre-revised pay scale(s) on the date of joining BSNL [i.e. Basic Pay + DP/DA applicable on the date of joining] exceeding the sum of pay fixed in the revised pay scale and applicable IDA thereon on the same date) **not to be absorbed in future increment** on the date of appointment, so as to minimize the loss of pay on the date of implementation of new pay scales. These affected Non-executives may be paid the due arrears.

3. In view of the decision contained in para 3 above, the pay of the Non-executives (other than TTAs) appointed between 01.01.2007 and 07.05.2010 may be re-fixed on their date of appointment. Personal pay, if any, drawn by such non-executives as referred to above may be adjusted accordingly. However, while implementation, it may be ensured that the re-fixation does not lead to any additional financial burden other than mere restoration of benefit under pre-revised pay scales.

4. Heads of Circles are requested to implement the above order in letter & spirit and report compliance to this office at the earliest.

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To,

All Heads of Telecom Circles &  
All Heads of other Administrative Units  
Bharat Sanchar Nigam Limited

