

**No. 40-12/2004-Pen (T) (Pt)**  
**Government of India**  
**Ministry of Communications**  
**Department of Telecommunications**  
**Sanchar Bhawan, 20, Ashoka Road**

New Delhi, Dated 5<sup>th</sup> July, 2017.

**Subject: Pay fixation matters relating to BSNL employees – Issue of increment on regular promotion to a scale – reg.**

P&T Audit team while reviewing the accounts of Pr.CCA Delhi, raised an Audit para in relation to the Executive Promotion Policy (EPP) of BSNL. It has been observed that time bound promotion to executives of BSNL has given advantage of double fixation of pay, i.e., one at the time of time bound upgradation and another at the time of regular promotion to the same scale. This is contrary to the provisions of similar scheme of MACP for Government employees under which fixation benefit is available at the time of financial upgradation while there is no further fixation of pay at the time of regular promotion to the same upgraded post.

2. The matter has been examined in consultation with Finance Branch of DoT and following have been decided:

(1) Para I.II (v) of BSNL O.M. No. 400-61/2004-Pers.I dated 18<sup>th</sup> January, 2007 regarding grant of an extra increment on post based promotion under EPP stands rescinded.

(2) For serving employees, BSNL will revise the pay fixations to bring them in line with the Government rules and in such manner as to ensure that no additional pensionary liability arises for the Government when these officers retire. Recoveries from the employees on this account may be decided by BSNL.

(3) Cases of existing pensioners shall not be reopened and BSNL shall make good the additional burden on the exchequer on this account.

This issues with the approval of Secretary (T).



(K S Dahiya)  
Under Secretary (STP)

To

The Chairman cum Managing Director  
BSNL, Bharat Sanchar Bhawan,  
Janpath, New Delhi-110 001.

Copy to :

1. DDG (A/cs), DoT (Hqrs), New Delhi.
2. All CCAs

Copy for information to :

1. PPS to Secretary, DoT
2. Member (S)/Member (F)
3. Additional Secretary (T)
4. JS (Admn)/ DDG (Estt)/ DDG (E&F)
5. Director (Estt)/ Director (Accounts)/ Director (Staff)/ DS (Admn)/ Director (SEA)/Director (Civil), DOT Hqrs/ Director (Admn) & Director (Finance). TEC.
6. GM (Estt)/ADG (Pers.V)/SO (Pen.B), BSNL CO, New Delhi.
7. US (Admn.I)/US (Admn.II)/US (Admn.III)/US (SGT)/US (SNG)/US(TFS)/US (SEA-II), DoT Hqrs, New Delhi.
8. SO (STG-I)/SO (STG-II)/ SO (STG-III)/SO (Pay Bill)/SO (Cash)/AO (PFP).
9. Notice Board