



BHARAT SANCHAR NIGAM LTD.
(A Government of India Enterprise)
Corporate Office
Bharat Sanchar Bhawan
Harish Chandra Mathur Lane
New Delhi-110 001

No.18-13/2007-PAT (BSNL)

Dated, the 2-4-2009

Subject:-Absorption of Group 'A' officer in BSNL - clarification on Special Allowance regarding.

The terms and conditions of regulating Special Allowance have been modified vide DOT letter No.A-11013/1/2008-Admn.II/Absorption Cell (ITS/TTS/TFS, GCS, IP&T A&FS, P&T BWS) dated 26.8.2008 and 29.9.2008. Several references have been received from different field units seeking clarification on Special Allowance (SA). The matter has been examined in consultation with BSNL Finance and accordingly, the following points are clarified as under:-

S.N.	Query raised	Clarification
1.	Whether SA is to be calculated at rates in accordance with the DOT instructions dated 4.10.2005 or in accordance with instructions dated 26.8.2008.	As per Para 7 of the General Terms & Conditions attached to DOT instruction dated 26.8.2008, SA is to be calculated in supersession of earlier order dated 4.10.2005. Therefore, SA is to be calculated/re-fixed only in accordance with DOT instruction dated 26.8.2008.
2.	Whether SA already calculated and paid to absorbed Group A officer in accordance with earlier DOT instruction dated 4.10.2005 is to be revised in accordance with revised DOT instruction dated 26.8.2008.	Yes, for the above mentioned reason.
3.	If answer to item (2) above is in the affirmative, then can a serving officer who has already taken SA commutation. (i) Take additional SA on monthly basis till retirement. (ii) Take additional SA on monthly basis till a prospective date and then commute it.	No, SA once got commuted is final. Subsequently, revision of SA is permissible in accordance with revised DOT instruction dated 26.8.2008 and has to be necessarily commuted but the reference date for commutation shall remain unchanged.
4.	Whether SA already calculated and paid on monthly/commutation basis to officers already retired after 26.8.2008 is to be recalculated and arrear paid/recovery made.	SA can be revised as per DOT letter dated 29.9.2008 in case of retirees, who have retired before 26.8.2008. Arrear, if become admissible may be paid but no recovery be made.
5.	What is the reference date for calculation of commutation of SA?	As per Para 7.2.1 of the General terms & conditions issued vide DOT letter dated 29.9.2008 [revised Annexure-III to DOT letter dated 26.8.2008], an employee has the option to commute full SA during service or on cessation of BSNL service. Therefore, reference date is the date of receipt of application or date following the date of retirement, whichever is earlier.

6.	Which commutation table is applicable?	The commutation table prescribed from time to time and applicable to the applicant on the date of reference as per item (5) above will be used, in terms of Rule 8 of CCS (Commutation of Pension) Rules, 1981.
7.	An office not eligible for SA in terms of DOT order dated 4.10.2005, so he does not opt for continuation in CDA till next promotion, but becomes eligible for SA in terms of DOT order dated 26.8.2008. Can he now exercise option for continuation in CDA till next promotion?	Not eligible in terms of Para 18 of DOT instructions dated 26.8.2008.
8.	What are the perks and allowances which are to be taken into account to calculate the ceiling of 50% as prescribed by DPE?	As per DPE guidelines, all the allowances and perks including PLI and medical allowance, except basic pay, DA, HRA/lease accommodation, CCA, professional allowances like non-practicing allowance/non-practicing allowance/non-teaching allowance/location allowance/difficult area posting allowance and retiral benefits etc. , are taken into account for calculating the ceiling of 50% .
9.	How to deal with cases where the officer concerned has not opted for commutation earlier, but want to commute now as per revised instructions of DOT on SA?	Reference date for commutation to be regulated as per item (5) above.
10.	Whether request of an officer for commutation of SA from a retrospective date or reference can be accepted, if (a) he has not taken monthly SA; and (b) is ready to refund monthly SA already taken.	Date of reference is to be regulated as per item (5) above. In both cases, request cannot be accepted.
11.	Whether arrears of SA as well as commutation of SA is payable, if not drawn earlier.	Yes.



(Sheo Shanker Prasad)
Asstt. General Manager (Pers.V)
Tel.No.23037474

Copy to:

1. PPS to CMD.
2. PPS to DIR(HRD)/DIR(Operation)/DIR(C&M)/DIR(Finance)/DIR(P&NS), BSNL Board.
3. All PGMs/GMs, BSNL C.O.
4. All Heads of circles/ Metro Districts/Maintenance Regions/Project circles/other heads of administrative units, BSNL.
5. Under Secretary, DOT w.r.t. letter No.A-11013/1/2008-dmn.II/Absorption Cell (ITS/TTS/TFS, GCS, IP&T A&FS, P&T BWS) dated 26.8.2008 and 29.9.2008
6. AGM (Pers.I)/(CSS)/(SEA)/(A&E)/(Civil)/(SR)/(EF)/(CA), BSNL C.O.
7. DM (Pension), BSNL C.O.
8. Order Bundle.