



BHARAT SANCHAR NIGAM LTD.

BHARAT SANCHAR NIGAM LIMITED
CORPORATE OFFICE
(PERSONNEL - I SECTION)
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No.400-146/2011-Pers.I

Dated: 08th November, 2011.

ORDER

Sub:- Short term engagement of Retired Officers under the Contingency Plan - Remuneration and terms and conditions of engagement thereof.

Under the contingency plan following the repatriation of unabsorbed Group 'A' Officers, it has been decided to engage the willing retired Officers of BSNL/ DOT for a short period. The re-employment scheme shall be known as "**Short Term Engagement of Retired Officers in BSNL**". The remuneration applicable to the re-employed officers shall be as follows:

Revised Grade Pay CDA/ Revised IDA scale of pay (Rs.)	Remuneration (Rs.)	Conveyance (Rs.)	Total (Rs.)
CDA Grade Pay 12,000 & above/ IDA Pay 62,000-80,000 & above	27,500	2,500	30,000
CDA Grade Pay 10,000/ IDA Pay 51,000-73,000	24,000	2,000	26,000
CDA Grade Pay 8,900/ IDA Pay 43,200-62,000	21,500	1,500	23,000
CDA Grade Pay 8,700/ IDA Pay 36,000-62,000	19,800	1,200	21,000
CDA Grade Pay 7,600 to 6,600/ IDA Pay 32,900-58,000 & IDA Pay 29,100-54,500	17,300	1,200	18,500
CDA Grade Pay 5,400/ IDA Pay 24,900 – 50,500	14,800	1,200	16,000
CDA Grade Pay 4,600 to 4,200 IDA Pay 20,600-46,500 & IDA Pay 16,400-40,500	12,300	1,200	13,500

The other terms and conditions of engagement shall be as follows:

1. No retired officer against whom a vigilance case is pending shall be considered for engagement.
2. The retired Officers who are at present employed with other private telecom operators & competitors or any other agency in any form shall not be considered. A declaration in the prescribed proforma shall be obtained before agreement.
3. The essential facilities to such engaged officers will be as under for the period of engagement :-
 - a. Accommodation facility in the Inspection Quarters, if so needed by the officer.
 - b. Service telephone facility for official use.

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- c. Engaged officers may travel by entitled class and claim DA as permissible at the time of their retirement. However, the existing austerity measures in BSNL will also apply.
 - d. Use of official car, if attached with the post during duty hours and official tour.
4. The officer will not leave the allotted Head Quarter without the permission of Competent Authority.
5. The officers shall be given full Administrative Powers except the statutory ones. However, the financial powers will be utilized by the senior most absorbed officer in the grade (including ITS/ BW/ Electrical/ Finance Wing) of the Circle in consultation with designated circle IFA.

Any other relevant guideline, as may be required herein, shall follow at the time of engagement.


(Ajay Kumar Jain)
Sr. General Manager (Pers)