



भारत संचार निगम लिमिटेड  
(भारत सरकार का उद्यम)

**BHARAT SANCHAR NIGAM LTD.**  
(A Government of India Enterprises)

F.No. 250-5/2005-Pers.III (pt.)

Dated: 30-08-2010

To

All Heads of Telecom Circles/Telephone districts(Kolkatta & Chennai)  
All Administrative Units  
Bharat Sanchar Nigam Ltd.,

Subject: Settlement of pay aberrations of Non-executives.

Sir,

I am directed to say that consequent upon point-to-point fixation of pay in IDA scales w.e.f. 01.10.2000 in respect of Non-executives of BSNL, a number of Circles had reported that officials in Linemen/ Telecom Mechanic cadres, drawing more pay in CDA Scale than their juniors in RM/ Group 'D' cadre in same SSA before 1.10.2000, started getting less pay than their juniors after point-to-point fixation in IDA scale on 1.10.2000. This aberration in pay has been under deliberation by a Committee consisting of representatives from both the Management and Staff Side. The report of the committee on the issue of aberrations has been examined in consultation with Establishment Finance Wing.

2. It has now been decided with the approval of the competent authority to grant "Personal Allowance" to address the following pay aberration:-

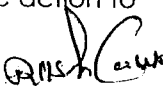
- (a) where the senior Official in lineman cadre who was drawing higher pay than his/her junior in Group'D'/ RM cadres in the same SSA as on 30-09-2000 and his pay became less than such junior after point to point pay fixation in IDA as on 1.10.2000; or
- (b) senior official in Telecom Mechanic cadre who was drawing higher pay than his/her junior in Gr 'D'/RM cadres in the same SSA as on 30-09-2000 and his pay became less than such junior after point to point pay fixation in IDA as on 1.10.2000;

subject to the conditions mentioned below and in the following manner:

- (i) The senior official may choose, any junior official, from his/her own SSA, with reference to whom he desires to match his pay. "Personal Allowance" is to be granted as per the prescribed Proforma given in **Annexure-I (enclosed)**. However, once he chooses a junior, it cannot be changed later under any circumstances.
- (ii) The senior should be drawing higher pay in CDA than the junior as on 30-09-2000. Further, junior official should be from the feeder cadre of senior official.
- (iii) "Personal Allowance" to the senior official will cease to exist from the date of promotion/ pay revision (including time-bound promotions) of senior accruing to him after 1.10.2000.

- (iv) The "Personal Allowance" will be equal to the difference of IDA pay of the senior with reference to the choosen junior as on 01.10.2000. Grant of "Personal Allowance" will be a one-time measure and will not be quoted as a precedent.
- (v) The "Personal Allowance" will be given the same treatment as personal Pay with its attendant conditions and will not count for any other purpose like pension, DA etc.
- (vi) "The personal Allowance" will be paid as a reducing amount till it becomes 'Nil' and will be absorbed against future increments or till next promotion of the senior or till next pay revision, whichever is earlier. It will never increase under any circumstances.
- (vii) The above exercise may be completed within a period of three months from the date of issue of this order and no case received thereafter may be considered.
- (viii) In order to claim "Personal Allowance", the relevant columns of the prescribed proforma in the Annexure must be filled up and submitted by the concerned senior official, seeking redressal of pay aberrations, to the HR/Admn Branch of the SSA where AGM (Staff/HR/Estt)/ SDE (Staff/HR/Estt) will verify it based on the Service Book / records available.

3. All the Heads of Circles are requested to invite duly filled in prescribed Proforma from the aggrieved officials of above cadres only and to take timely appropriate action to settle issue.



(R.K.GUPTA)

Assistant General Manager (Pers.III)

Copy to:

1. GM (Estt)/SR/TF/ EF/ BW/ Electrical/Arch, BSNL C.O.
2. General Secretary, BSNLEU
- 3. BSNL Intranet
4. Order folder/ spare copy folder
5. O.L. Section for Hindi version of the order.

**PROFORMA SEEKING PERSONAL ALLOWANCE**

1. Name of the official :
2. CDA Pay scale and pay :  
as on 30-09-2000
3. Designation and IDA Scale :  
of pay as on 1.10.2000 :
4. IDA Pay as on 1.10.2000 :
5. Name of the only junior :  
Official in the SSA w.r.t.  
whom "Personal Allowance"  
is sought in accordance with  
the BSNL letter No. 250-5/2005-  
pers.III (Pt.) dt. 30.08.2010
6. CDA Pay scale and pay :  
as on 30-09-2000 of the junior ( as at  
Sl.No. 5 above)
7. Designation & IDA scale of Pay :  
of the Junior (as at Sl. No. 5 above)  
as on 1.10.2000
6. IDA Pay of the Junior as on 1.10.2000 :
7. I hereby choose Shri \_\_\_\_\_, .....(Designation)as my  
junior w.r.t. Whom "Personal Allowance' may be granted to me in accordance with  
the instructions contained in BSNL letter NO. 250-5/2005-Pers.III (Pt.) dated 30-08-  
2010.
8. I hereby undertake not to change the choosen junior later once I have opted a  
junior w.r.t. whom Personal Allowance is to be granted to me.

Signature of the senior official

**CERTIFICATE**

It is hereby certified that the personal service details furnished by the senior official and the pay particulars of the junior official have been verified from the records available in this office and in accordance with the instructions stipulated vide BSNL letter No. 250-5/2005-Pers.III (Pt.) dated 30-08-2010.

Signature

AGM (HR/Admn/ Pers/ Estt)/ SDE (HR/Admn/ Pers/ Estt) with stamp.