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Bharat Sanchar Nigam Ltd.  
(A Government of India Enterprise)  
Corporate Office  
201-B, Statesman House, Barakhamba Road  
New Delhi-110 001  
(PAT Section)

**CIRCULAR 68**

No.1-5/2004-/PAT (BSNL)

Dated, the 11/10/ 2006.

**Subject:- Pay fixation in IDA pay scale – clarification regarding.**

The undersigned is directed to forward herewith DOT O.M. No. OM No. 1-1(1)/06-PAT dated 12.9.06 on the subject cited above to all concerned for information and further necessary action please.

Encl: As above.

(Sheo Shanker Prasad)  
Section Officer (PAT)  
Tel.No.23037474

Copy to :-

1. PS to CMD, BSNL, Statesman House, New Delhi.
2. PS to DIR (HRD)/DIR (C&M)/DIR (O)/DIR (P& NS)/DIR (F).
3. All CGMs/All Heads of Administrative Units, BSNL.
4. All Sr. DDGs/DDGs BSNL C.O.
5. Jt. DDG (CA)/ Jt. DDG (EF) BSNL C.O.
6. Recognized Executive Associations.
7. General Secretary, BSNL Employee Union.
8. Guard File.

No. 1-1(1)/06-PAT  
Government of India  
Ministry of Communication & IT  
Department of Telecom.

20, Ashoka Road, Sanchar Bhavan,  
New Delhi. Dated: 12/09/2006

**OFFICE-MEMORANDUM**

**Subject : Pay fixation in IDA pay scale- clarification.**

The undersigned is directed to say that a number of references are being received from various CCA offices as to how pay is to be fixed in IDA pay scales in respect of absorbed officials of BSNL who were promoted prior to 1.10.2000 but opted under FR 22 (I) (a) (i) for fixation of his pay in the promoted scale on the date of their next increment in the lower grade which fall after 1.10.2000.

The matter has been examined in this department and it is clarified that pay in such cases is to be fixed as under:-

- (i) Since, they were holding the promoted post substantively and drawing pay in the promoted scale on 1.10.2000, their pay on the date in the IDA pay scale will be fixed on point to point basis with references to pay drawn by them in the promoted CDA pay scale;
- (ii) On the date of accrual of increment in the lower CDA pay scales, their pay will again be fixed in the promoted CDA pay scales under FR 22(1)(a)(i) after adding the due increment in the lower CDA pay scale as per their option; and
- (iii) Thereafter, their pay in IDA pay scale will again be re-fixed on point to point basis with reference to above re-fixed pay in the promoted CDA pay scale as per their option.

A Model Calculation Sheet citing an example is enclosed for reference as Annexure-I.

This issues with the concurrence of the Telecom. Finance, vide their Diary No. 711/ ADG-F/06 dated 7.9.06.

(M. RIAZUDDIN)  
Asstt. Director General (PAT)  
Ph. No. 2371926

To,

1. All Controllers/ Jt. Controllers of Communication Accounts;
2. The CMD, BSNL Corporate Office, New Delhi.

9/11/06  
S.K.  
12/9



Annexure - I

**Model Calculation Sheet – w.r.t. OM No. 1-1(1)/06-PAT dated  
12-9-06**

**EXAMPLE:**

An official is promoted to the higher post in the pay scale of Rs. 6500-200-10500/- (CDA) w.e.f. 1.7.2000 from the post in the pay scale of Rs. 5500-175-9000 (CDA) and on his promotion, he opts for his pay fixation with effect from the date of his next increment in the lower grade i.e. on 1.12.2000.

Period	LOWER POST		PROMOTED POST		REMARKS
	CDA Pay scale Rs.5500-175-9000	IDA Pay scale Rs.7800-225-11175	CDA Pay scale Rs.6500-200-10500	IDA Pay scale Rs.8570-245-12245	
1.12.99	7425	-	-	-	DNI 1.12.2000
1.7.2000	(7425)	-	7500 (i.e. next higher stage)	-	Opted for pay fixation under FR 22 (I) (a) (1) from DNI in lower grade
1.10.2000	(7425)	-	7500 (6 <sup>th</sup> stage)	9795 (6 <sup>th</sup> stage)	IDA pay fixation on absorption in BSNL on point to point basis
1.12.2000	(7600 after adding due increment)	-	7900 (8 <sup>th</sup> stage) { pay fixed under FR 22 (I) (a) (1) }	10285 (8 <sup>th</sup> stage) {pay fixation in IDA on point to point basis }	Increment in lower scale and fixation in CDA under FR 22 (I) (a) (1) then mapped on to the corresponding IDA pay scale on point to point basis

*peo*  
12/9/06

(86)

File No : 1-1(06)/2006-PAT  
Government of India  
Department of Telecommunications

20, Ashoka Road, Sanchar Bhawan  
New Delhi Dated 05/08/2012

To,

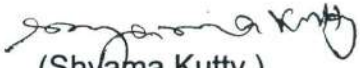
The Assistant General Manager(P-V),  
PAT Section, Bharat Sanchar Bhawan,  
H.C.Mathur Lane, New Delhi-01

Subject -: Mode of fixation of pay in IDA pay scale in respect of absorbed officials of BSNL who were promoted prior to 01.10.2000 but opted under FR 22(1) (a) (i) for fixation of their pay in the promoted scale on the date of their next increment in the lower grade which falls after 01.10.2000.

Sir,

I am directed to refer to your letter no.1-5/04-PAT(BSNL)/pt.V dated 30.-07.2012 on the subject noted above and to inform you about that since the subject matter was decided in consultation with the nodal department and with the approval of Secretary(T), therefore, no change at this stage is possible. Hence, OM No.1-1(1)/06-PAT dated 17.12.2008 could not be withdrawn

Yours faithfully,

  
(Shyama Kutty )  
Dy. Secy. (Estt.)  
Phone : 23036554

114/12-9A-65  
12/9/2012

K  
13/09/2012  
Don (P.A.)

22  
12/9/2012



**No. 1-1(1)/06-PAT**  
**Government of India**  
**Ministry of Communication & IT**  
**Department of Telecom.**



20, Ashoka Road, Sanchar Bhawan  
 New Delhi. dated: 17/12/2008.

**OFFICE - MEMORANDUM**

**Subject : Method of pay fixation in IDA pay scale in respect of absorbed officials of BSNL who were promoted prior to 1/10/2000 but opted under FR22(I) (a) (i) for fixation of their pay in the promoted scale on the date of their next increment in the lower grade which falls after 1/10/2000**

This department issued OM No. 1-1(1)/06-PAT dated 12/9/2006 on the method of pay fixation in IDA pay scale in respect of absorbed officials of BSNL who were promoted prior to 1/10/2000 but opted for fixation in the promoted scale on the date of their next increment in the lower grade under FR22(I) (a) (i), which falls after 1/10/2000. Thereafter a number of references were received from various Controllers of Communication Accounts expressing their observations and seeking further clarification on the issue.

The case was re-examined in consultation with the nodal department of PSUs i.e. Department of Public Enterprises. The Department of Public Enterprises has clarified that *"The option of fixing the pay from the next increment date available under FR 22 will not be available for the employees of BSNL since their status changed on 1.10.2000. Hence, their pay will have to be fixed on the date of their promotion as per then existing rules prior to 1/10/2000 and no re-fixation can be permitted on the next increment date which is falling after 1/10/2000."*

Therefore, in supersession of this department's OM No. 1-1(1)/06-PAT dated 12/9/2006, the undersigned is directed to say that the pay of the absorbed employees of BSNL who were promoted prior to 1/10/2000 but opted for fixation in the promoted scale on the date of their next increment in the lower grade under FR22(I) (a) (i), which falls after 1/10/2000, may be re-fixed in IDA pay scale as per the above clarification of the Department of Public Enterprises.

This issues with the concurrence of the Telecom Finance, vide their Diary No.- 280/ADG(F)/08 dated 5/12/2008.

To,

1. The CMD, BSNL Corporate Office, New Delhi.
2. All Controllers/ Jt. Controllers of Communication Accounts, DOT.

(M. Riazuddin)  
 Asstt. Director General (PAT)  
 Ph. No. 23036245  
 Telefax. 23711926.



**BSNL Corporate Office**  
**(PAT) Section, 5<sup>th</sup> floor,**  
**Bharat Sanchar Bhawan,**  
**H.C. Mathur Lane,**  
**New Delhi-110001**



**भारत संचार निगम लिमिटेड**  
 (भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
 (A Govt. of India Enterprise)

No.1-06/2016-PAT(BSNL)

Dated : 23 -03-2017

To

All Heads of Telecom. Circles/Telecom. Districts/Regions/  
 Projects/Telecom. Stores/Telecom. Factories & other Administrative Offices  
 Bharat Sanchar Nigam Limited.

Sub: Guidelines regarding recovery of excess / wrongful payments made to employees of BSNL.


Sir,

In continuation of this office letter of even number dated 09.09.2016 on the subject cited above, it is intimated that it has been further clarified by DOT that in cases where there is no liability of Government of India insofar as payment of pay and allowances are concerned, no approval of Department of Telecommunications / Department of Expenditure for waiver of recovery of overpayment on account of pay and allowances earlier paid to BSNL employees is required. A copy of DOT letter No.2-49(04)/2016-PAT dated 07.11.2016 is enclosed in this regard. In view of this, this office letter dated 09.09.2016 stands modified accordingly.

2. Wherever waiver of recovery is considered necessary in the light of the decision of Hon'ble Supreme Court, the proposal giving full justification and expenditure involved alongwith recommendation of HOC and Circle IFA may be sent to the concerned cadre controlling branch in BSNL Corporate Office who would process the case in consultation with the Establishment Branch and convey the approval of the competent authority.

Yours faithfully,

Encls: A.A.

  
 23/3/17  
 [S.P. Bhatta]

Assistant General Manager (Estt. I)  
 Tel. No. 23037477

Copy to:

1. PS to CMD, BSNL.
2. PS to Dir(HR)/Dir(Enterprise)/Dir(CFA)/Dir(CM)/Dir(F), BSNL Board.
3. PS to EDs/CS & CGM(Legal)/CVO, BSNL.
4. All PGMs/Sr. GMs/GMs in BSNL C.O.
5. Addl.GMs/DGMs(Admn)/(Pers)/(BW)/(Elect)/(Arch)/(SEA)/(EF)/(CA), BSNL CO.
6. BSNL Intranet/Guard file.

Regd. & Corporate Office: Bharat Sanchar Bhavan, H.C. Mathur Lane, Janpath, New Delhi - 110001  
 Website: [www.bsnl.co.in](http://www.bsnl.co.in), Corporate Identity Number (CIN): U74899DL2000GOI107739

File No: 2-49(04)/2016-PAT  
Government of India  
Ministry of Communications & I.T.  
Department of Telecommunications  
20-Ashoka Road Sanchar Bhavan,  
New Delhi – 110001

Dated : 07/11/2016

To,

The Chairman and Managing Director  
Bharat Sanchar Nigam Limited  
Bharat Sanchar Bhawan,  
Harishchand Mathur Lane, Janpath  
New Delhi-110001

Subject: O.A. No. 1728/2015 filed by Sh. Ramamoorthy and OA No. 347/2016 filed Sh. P. Kulandaivel before Hon'ble CAT, Madras Bench.

Sir,

Please refer to BSNL (HQ)'s Note on file No. 4-3/2016-PAT (B) on the subject noted above.

2. The issue involved in the aforesaid two cases is regarding method of pay fixation in IDA Pay Scale of absorbed employees of BSNL, who were promoted prior to 01.10.2000 but opted under FR-22 (1) (a) (i) for fixation of their pay in promoted scale on the date of their next increment in the lower grade that fell after 01.10.2000. This method of pay fixation of BSNL absorbees was first permitted, vide DoT's OM No.1-1(1)/06-PAT dated 12.09.2006, which was subsequently disallowed, vide OM dated 17.12.2008, on DPE's instructions. Thus, the resultant over payment to the BSNL employees on this account pertained to the pay and allowances, which were recovered from their Death-cum-Retirement Gratuity at the time of their retirement and no amount of retirement benefits is involved in these recoveries.

3. It has been pointed out by the BSNL (HQ) in their note under reference that there is no liability of Government of India insofar as payment of pay and allowances are concerned. Since over payment in these cases has arisen on account of pay and allowances earlier paid to BSNL employees, no approval of Department of Telecom/Department of Expenditure for their waiver is required and the BSNL (HQ) may take a decision thereon on its own about challenging the orders of Hon'ble CAT or otherwise.

4. This issues with the approval of Member (S), DoT.

Yours faithfully,

  
(Vandana Sethi)  
Director(Estt.)  
Tele:23036500

Copy for information to Pr. Controller of Communication Accounts, Tamil Nadu Telecom Circle, R.K. Nagar, Telephone Exchange Building No. 238, 7<sup>th</sup> Floor, R.K. Mutt Raod, Mandaveli, Chennai-600028 with reference to their letter No. Pr. CCA/TN/legal/OA No. 1728/2015/15 dated 05.04.2016.

6/c  
Issued  
7/11/2016