



No. 1-08/2017-PAT (BSNL)

Dated: 14.11.2017

To

Joint Secretary (Admn.)
Govt. of India,
Department of Telecommunications,
Sanchar Bhawan, New Delhi-110001

Sub: Revision of Pay of Board level and below Board level Executives of BSNL under 3rd PRC w.e.f 01.01.2017.

Sir,

In continuation to this office letter of even no. dated 4.10.2017, I am directed to submit that the proposal for revision of pay of Board level and below of Board level Executives of BSNL in terms of DPE OM No. W-02/0028/2017-DPE (WC)- GL-XIII/17 dated 03.08.2017 which was earlier recommended by the Management Committee has been recommended by the Nomination and Remuneration Committee of the BSNL Board also for consideration and approval of the BSNL Board of Directors.

2. The BSNL Board considered the above proposal in its 179th meeting held on 24.10.2017 and while approving the same recommended for sending the proposal to the Administrative Ministry for approval and issue of the Presidential Directive. A copy of the Memo which was considered by the BSNL Board (Annexure- I) and extracts of the minutes of the meeting of the 179th meeting of Board of Directors of BSNL held on 24.10.2017 (Annexure- II) are enclosed herewith. The proposal for revision of pay of Board level and below of Board level Executives has the following salient features:

(i) Revised Pay Scales: Pay scales may be revised for Board level and below Board level executives as per the following table w.e.f. 01.01.2017:

Grade	Existing(Rs)	Revised(Rs)
E1	16,400 - 40,500	40,000 - 1,40,000
E2	20,600 - 46,500	50,000 - 1,60,000
E3	24,900 - 50,500	60,000 - 1,80,000
E4	29,100 - 54,500	70,000 - 2,00,000
E5	32,900 - 58,000	80,000 - 2,20,000



E6	36,600 - 62,000	90,000 - 2,40,000
E7	43,200 - 66,000	1,00,000 - 2,60,000
E9	62,000 - 80,000	1,50,000 - 3,00,000
DIRECTOR	75,000 - 1,00,000	1,80,000 - 3,40,000
CMD (A)	80,000 - 1,25,000	2,00,000 - 3,70,000

- (ii) **Fitment Benefit:** A uniform fitment benefit of 15% may be allowed.
- (iii) **Methodology of pay fixation:** To arrive at the revised Basic pay as on 01.01.2017 fitment methodology may be as under:

A		B		C		D [Revised BP as on 1.1.2017]*
Basic Pay + Stagnation increment(s) as on 31.12.2016 (Personal Pay / Special Pay not to be included)	+	Industrial Dearness Allowance (IDA) @119.5% as applicable on 1.1.2017 [under the IDA pattern computation methodology linked to All India Cumulative Price Index (AICPI) 2001=100 series]	+	15% of (A+B)	=	Aggregate amount rounded off to the next Rs.10/-.

*In case revised Basic Pay as on 01.01.2017 so arrived is less than the minimum of the revised pay scale, pay may be fixed at the minimum of the revised pay scale.

- (iv) **Increment:** A uniform rate of 3% of Basic Pay may be applicable for both annual increment as well as promotion increment. The Stagnation increments and Bunching of pay may be allowed as provided in Annexure-III(A) of the DPE OM dated 03.08.2017.
- (v) **DA:** 100% DA may be neutralized as on 01.01.2017. Thus, DA as on 01.01.2017 will become zero. The quarterly DA payable from 01.01.2017 may be as per new DA given at Annexure-III (B) of DPE OM dated 03.08.2017 and further as declared by DPE from time to time.



(vi) HRA & other perks & allowance :

- a) HRA - May be frozen at that drawn on 31.12.2016. On transfer it will be fixed at the rate and pay of 31.12.2016 and corresponding to the place transferred.
- b) Medical Reimbursement - May be frozen at the level admissible on 31.12.2016.
- c) Other perks & allowances - May be frozen at the level admissible on 31.12.2016.

HRA may be reviewed based on the separate guidelines issued by DPE and improvement of financial position of BSNL later on.

- (vii) Gratuity: The ceiling of gratuity may be raised from Rs 10 lakhs to Rs 20 lakhs with effect from 01.01.2017 and the funding for the entire amount of Gratuity may be met from within the ceiling of 30% of BP plus DA. Besides, the ceiling of gratuity may increase by 25% whenever IDA rises by 50%.
- (viii) Superannuation Benefits: The existing requirement of superannuation and of minimum of 15 years of service in the CPSE may be dispensed with for the benefits of Superannuation pension.
- (ix) Corpus for medical benefits: Corpus for medical benefits for retirees may be formed by earmarking certain fund as and when deemed fit by the Management Committee of BSNL Board.
- (x) The implementation of 3rd PRC with 15% fitment and other perks and allowance shall be left to BSNL.

3. In terms of Para 18 of the DPE OM dated 03.08.2017, it is requested that Presidential Directives for revision of pay of pay of Board level and below of Board level Executives with 15% fitment w.e.f. 1.1.2017 as recommended by the BSNL Board and mentioned at Para 2 above may be issued at the earliest for the purpose of implementing the same in BSNL.

Encl: As above.

Yours faithfully,


[Anima Roy]

General Manager (Estt.)