

भारत संचार निगम लिमिटेड  
BHARAT SANCHAR NIGAM LTD.  
(A Government of India Enterprise)



CORPORATE OFFICE  
PAT SECTION  
Bharat Sanchar Bhawan,  
H. C. Mathur Lane, New Delhi-01

No.1-13/2011-PAT (BSNL)

Dated, the 21-12-2011

CIRCULAR No.28

Sub:-Recommendations of fifth Central Pay Commission on scales of pay of posts of Superintending Engineers and equivalent in the Organized Group 'A' Engineering Service.

The undersigned is directed to forward herewith DOT Circular No. 98 issued under letter No.1-5(6)/2011-PAT dated 14.10.2011 forwarding Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training's OM No.1-11012/3/2010-CRD dated 29.12.2010 on the above mentioned subject for information and necessary action please.

*Encl: As above.*

(Sheo Shankar Prasad)  
Asstt. General Manager (Pers.V)  
Tel. 23037475

Copy for information to:-

- (i) PPS to CMD, BSNL, New Delhi
- (ii) PPS to Dir(HR)/Dir(Enterprise)/Dir (CFA)/ Dir. (CM)/Dir(Fin), BSNL Board.
- (iii) All Executive Directors, BSNL C.O.
- (iv) All Heads of Telecom Circles/ other Administrative units of BSNL
- (v) All PGMs/GMs in BSNL CO.
- (vi) Addl.GM/DGM, (A)/ (BW)/(CA)/(EF)/(Pers.)/(SEA)/(Civil)/(Arch)/(Elect)/(TF) BSNL CO.
- (vii) AGM (EF)/(SEA)/(Pers-I)/(Pension)/(Civil)/(A&E)/(TF), BSNL CO
- (viii) Guard File.

**No. 1- 5(6)/2011-PAT  
Government of India  
Ministry of Communications & IT  
Department of Telecommunications**


**Sanchar Bhawan, 20, Ashoka Road,  
New Delhi -110001  
Dated : 14 /10/2011**

**CIRCULAR No. 98**

**Subject: Recommendations of Fifth Central Pay Commission on scales of pay of posts of Superintending Engineers and equivalent in the Organized Group 'A' Engineering Service.**

The undersigned is directed to forward herewith a copy of the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training's OM No I-11012/3/2010-CRD dated 29/12/2010 on the subject cited above for information and taking necessary action.

**Encl: As above.**

  
14/10/11  
**(S.P. Singh)**  
Director (Estt.)  
Ph 23036500

**Copy to:**

1. P.S. to MOC&IT / MOS(C&IT), New Delhi;
2. Sr. PPS to Secretary (T)/Chairman, Telecom Commission, New Delhi;
3. All Members/Advisors/Addl. Secy. /DDGs/JS, DOT, New Delhi;
4. CMD, BSNL, Corporate Office, Bharat Sanchar Bhawan, New Delhi;
5. CMD, MTNL, New Delhi;
6. CMD, TCIL, New Delhi;
7. Sr. DDG, TEC, Khurshid Lal Bhawan, New Delhi;
8. E. D., C-DOT/Dir. WMO, New Delhi;
9. All Controllers/Jt. Controllers of Communications Accounts, DOT;
10. All Telecom Enforcement Resources Monitoring Cells (TERMs);
11. PAO and all the concerned sections DOT, New Delhi;
12. All recognized Unions/Association/Federations, DOT, New Delhi;
13. Internal Audit Unit, DOT, HQ, Sanchar Bhawan, New Delhi;
14. Notice Board / Guard File; and
15. Hindi version will follow.

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**N. I-11012/3/2010-CRD**  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**Department of Personnel and Training**

3rd Floor, Lok Nayak Bhawan,  
New Delhi-110003.  
December 29, 2010

Office Memorandum

**Subject: Recommendations of the Fifth Central Pay Commission on scales of pay of posts of Superintending Engineers and equivalent in the Organized Group 'A' Engineering Service.**

Attention is invited to this Department's O.M. No.22/1/2000-CRD dated June 6, 2000 containing instructions to give effect to the recommendations of Fifth Central Pay Commission (FCPC) contained in Para 50.45 of its report to convert the Non-Functional pre-revised pay scale of Rs. 4500-5700 (revised: Rs. 14300-18300) applicable to the Superintending Engineers and equivalent into a 'Functional' grade and to introduce a Non-Functional Second Grade in the scale of Rs.12000-16500 for the Executive Engineers and equivalent of All the Organized Group 'A' Engineering Services. These instructions were amended comprehensively vide this Department's O.M. No. 22/1/2000-CRD dated December 20, 2000.

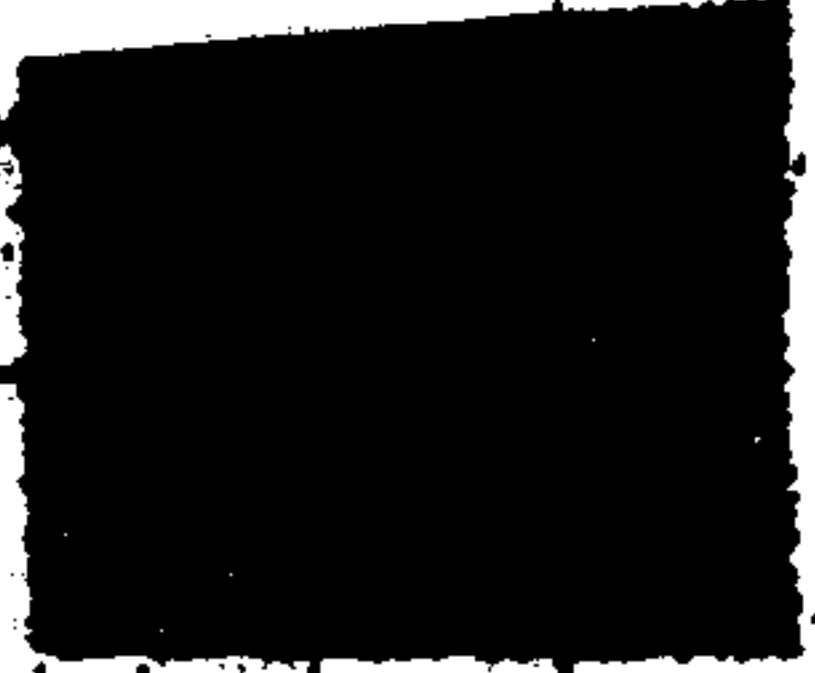
2. Certain amended provisions with regard to eligibility criteria for grant of functional grade of Rs.14300-18300 (pre-revised) to the Superintending Engineers and equivalent prescribed in Sub-para 1 (ii) of this Department's O.M. No. 22/1/2000-CRD dated December 20, 2000 were quashed by the Gauhati High Court in its Order dated April 1, 2009 in the Writ Appeal No. 7 of 2006. This decision has now been upheld by the Supreme Court also vide its Order dated February 11, 2010 in the Civil Appeal No. 1902 of 2010. These amended provisions were formulated in supersession of the original provisions contained in Sub-paras 3(a), 3(b) and 3 (c) of this Department's O.M. No. 22/1/2000-CRD dated June 6, 2000.

3. Consequently, the Sub-para 3(a) of this Department's O.M. No. 22/1/2000-CRD dated June 6, 2000 would now read as under:

"The 'functional' grade of Rs. 14300-18300 shall be applicable to the posts of Superintending Engineers and equivalent that are variously designated and included in the Organized Group 'A' Engineering Services. Placement of Personnel in this 'functional' grade will, however, be subject to actual availability of vacancies in the grade. This shall be permitted only on completion of thirteen years of regular service in Group 'A' and regular service of four years in the grade of Executive Engineer and equivalent including the service rendered in the Non-Functional Second Grade Or nine years of regular service in the grade of Executive Engineer and equivalent, including regular service, if any, rendered in the Non-Functional Second Grade for the Executive Engineer and equivalent in the pay-scale of Rs. 12000-16500."

P. Tyagi

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5. This issues with the concurrence of the Department of Expenditure vide its ID Note No. 32 (5) -E-III (B)/2010 dated August 11, 2010 and the Department of Legal Affairs vide its Dy. No.ITS-305 /LOA dated November 22, 2010.

P Tyagi  
(Pratima Tyagi)  
Deputy Secretary to the Government of India  
Tel: 24622461

To  
All the Cadre Controlling Authorities