



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL BRANCH

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110001

No. 400-11/2011-Pers.I(Pt.)

Dated: 28th February, 2017

To

All Heads of Telecom Circles/Units, BSNL

Subject:- Regarding protection of the pay availed during Local Officiating Arrangements in different Circles prior to the promulgation of EPP [i.e. 18-01-2007] with partial modification of the EPP clarification vide No. 400-175/2007-Pers.I dated 19-02-2010

This refers to clauses [4&9] of BSNL CO's letter No. 400-175/2007-Pers.I dated 19-02-2010 relating to any protection of 'pay availed during any Local Officiating Arrangement'. The matter has been engaging the attention of Management for some time on the demands of the Association/individuals. With appropriate deliberations, it has been decided to extend the benefit of pay protection [but not pay scale] for the basic pay availed in Local Officiating Arrangement prior to 18-01-2007 i.e. when the EPP (for Gr.B equivalent) was announced/promulgated. It is understood that the EPP negates any benefit based on any pay/pay scale under Local Officiating Arrangement [refer Para 1.I.d.(3) of EPP]. Accordingly, the benefit of any protection of pay under Local Officiating Arrangement, covered by the subject herein, shall be limited to the following:

1. In partial modification of the existing clarifications dated 19-02-2010 regarding Local Officiating Arrangement, it is hereby clarified that ---
 - i. The pay [not scale of pay] availed under any Local Officiating Arrangement put in place prior to 18-01-2007 i.e. the date when EPP was promulgated, shall remain protected in any future time bound upgradation or post based promotion under the EPP.
 - ii. The pay availed under any Local Officiating Arrangement put in place or continued after 18-01-2007 i.e. the date when EPP was promulgated, shall not be protected in any future time bound upgradation or post based promotion under the EPP.
2. The benefit of pay fixation availed under Local Officiating Arrangement instituted prior to 18-01-2007 will be final w.r.t. the given scale/post and will not be repeated in any time bound pay upgradation or post based promotion to that scale. Nor will any extra increment given in any of the two future eventualities i.e. time bound upgradation or posted based promotion relevant to the scale being availed under Local Officiating Arrangement. For example, if a JTO [E1 scale] is given an opportunity for Local Officiating Arrangement in SDE grade [E2 scale], his pay fixation therein will disentitle him for any 2nd pay fixation or any extra increment in the E2 scale in the case of his subsequent time bound pay upgradation to E2 scale or regular/adhoc promotion to SDE grade, as the case

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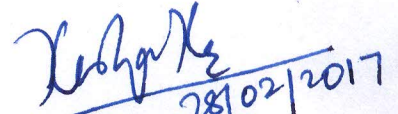
may be.

3. In another possible scenario prior to 18-01-2007, a JTO in E2 or higher Scale given Local Officiating Arrangement to SDE grade will not be eligible for any benefit of pay fixation thereon. But this will not affect his extra increment on adhoc or regular promotion to SDE grade as per existing instructions, amended till date.

4. The Local Officiating Arrangements continued or instituted after 18-01-2007 will be governed as per the EPP and its clarifications including dated 19-02-2010 i.e. any pay availed under Local Officiating Arrangement will not be protected.

5. In none of the above cases, will there be any case for grant of time bound pay scale upgradation w.r.t. the pay scale availed under Local Officiating Arrangement i.e. pay scale availed under Local Officiating Arrangement will not have any consequence for any time bound pay scale upgradation under the EPP or any post based promotion at any point of time.

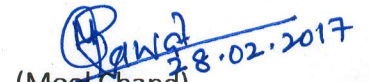
This issues with the approval of the competent authority.


28/02/2017
(Keshav Kumar)

Asstt. General Manager (Pers.Policy)

To:

1. PPS to CMD/DIR [HR], BSNL Board
2. PGMs/GMs(Pers)/(Estt)/(Fin)/(BW)/(Elect)/(Arch)/(TF), BSNL CO
3. Director (Staff)/(Estt)/(PSU-I) & ADG (STP), DoT, New Delhi (w.r.t. DoT letter no. 40-12/04-Pen(T), dt.23rd May, 2008)
4. AGMs (Pers.I)/(Pers.II)/Estt./(CSS) Section, BSNL CO
5. Order bundle


28.02.2017
(Mool Chand)

Deputy Manager (Pers.I)