



**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL BRANCH

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

No. 400-55/2016-Pers.I

Dated: 26-JUL-2018

To

**All the Heads of Telecom Circles/  
Projects/Regions & other Administrative Units of BSNL**

**Subject:- Pay fixation matters relating to BSNL employees under provisions of para II(V) of EPP – grant of additional increment on post based promotion in same pay scale- proper implementation thereof.**

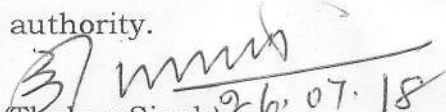
The undersigned is directed to refer to this office letter of even number dated 11-05-2018 on the subject mentioned above wherein it was conveyed that the referred DoT order dated 05-07-2017 was challenged by BSNL Association as well as certain affected executives before CAT, Principal Bench, Delhi in OA No. 2649/2017 [MA No. 2791/2017 & 3225/2017] and Hon'ble CAT Principal Bench, Delhi vide its order dated 21-12-2017 has quashed and set aside the said DoT order thereby restoring the EPP position on the grant of additional increment.

However, there appears to be some confusion w.r.t. the validity of certain intermediate orders issued by this office on the subject viz. orders of even number dated 25-7-2016, 08-5-2017, 06-6-2017 and 05-9-2017.

It is hereby clarified that these orders have lost their validity in the backdrop of CAT, Principal Bench, Delhi order dated 21-12-2017 referred above. Accordingly, the position prescribed by EPP under para II(V) prevails so far as the grant of additional increment on post based promotion in same scale is concerned subject to DoT Order No. 40-12/2004-Pen(T)(pt) dated 17-05-2018. On grant of additional increment in the same scale on post promotion, the DNI (fixed w.r.t. financial upgradation) in the scale will remain unaltered.

The Pay/Pension cases of the BSNL executives may be regulated accordingly.

This is issued with the approval of the competent authority.

  
(Thakur Singh) 26.07.18

Assistant General Manager (Pers. Policy)

Copy to:-

1. PPS to CMD, BSNL/ PPS to all Directors of BSNL Board.
2. Sr. GM(Estt) /Sr.GM(FP)/GM(Pers)/CGM(BW)/CGM(EW)/CGM(Arch), BSNL CO.
3. All PGMs/Sr. GMs/GMs, BSNL Corporate Office.
4. Director (Staff)/(PSU)-I/ SO(SU),DoT, Sanchar Bhavan, New Delhi.
5. BSNL Intranet/Guard file.

  
[M. D. Datta] 26/07/2018

Deputy Manager (Pers. Policy)

No.40-12/2004-Pen (T)(pt)  
Government of India  
Ministry of Communications  
Department of Telecommunications

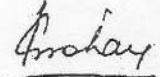
Sanchar Bhawan, 20, Ashoka Road, New Delhi.  
Dated : 17<sup>th</sup> May, 2018.

Subject : Pay fixation matters relating to BSNL absorbed employees – Issue of increment on regular promotion to a scale.

This refers DoT order of even number dated 05.07.2017 on the above mentioned subject. The said order is under various stages of litigation in some courts.

2. Accordingly, the implementation of the said order has been reviewed and it has been decided to process pension cases of absorbed BSNL executives, who are immediately retiring or retiring within the ensuing months, ignoring DoT order No. 40-12/2004-Pen (T)(pt) dated 05.07.2017 after obtaining an undertaking from the retiring executives that in the event the court orders are in favour of DoT, they would refund the over-paid amount due to grant of an extra increment on their post based promotion under EPP. In case of refusal to give undertaking for refund of the over-paid amount, the order No. 40-12/2004-Pen (T)(pt) dated 05.07.2017 is to be implemented in such cases.

This issues with the approval of Secretary (T).



(K S Dahiya)  
Under Secretary (STP)

To

1. DDG (A/cs), DoT.(Hqrs), New Delhi.
2. All CCAs

Copy to: The Chairman cum Managing Director  
BSNL, Bharat Sanchar Bhawan,  
Janpath, New Delhi-110 001.