

  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Government of India Enterprise)  
**CORPORATE OFFICE**  
**PERSONNEL-I BRANCH**  
4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

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

Dated: 28<sup>th</sup> September, 2015

To

**All Heads of Telecom Circles/Units, BSNL**

**Sub:- Pay anomaly due to implementation of EPP - interplay between time bound pay upgradation and post based promotion - furnishing of details thereof.**

1. Instances have been brought to the notice of this office where seniors are getting less pay than their juniors in the promoted post in cases with the following features:
  - (i) Senior getting promoted in earlier lot (say for example SDE to DE grade)
  - (ii) Junior getting promoted in the subsequent lot (again SDE to DE grade)
  - (iii) Junior getting time bound upgradation in the intervening period (say E4 scale in the example cited above)
2. It has been observed in certain cases that due to the intervening time bound pay upgradation, the junior gets, first, the benefit of pay fixation (in a given scale say E4) and, secondly, on promotion to the concerned post (i.e. DE in the example), gets an extra increment in the same scale under the scheme of EPP para 1[II][v].
3. There have been representations from individuals and associations in this regard. In certain cases, there have been litigations too. The management has constituted a Committee to look into the issue. Therefore, certain information in this context is required to study the case in its proper perspective.
4. All the Heads of Circles/Units are, therefore, requested to assess the issue and arrange to submit the information w.r.t. the cases falling under the parameters defined above only, in the enclosed format. It is presumed that only cases where the executives have conformed to the orders of promotion in due time shall only be considered for furnishing the desired information.
5. Details shall be furnished in r/o every individual executive whose pay have been affected due to the above reasons and the details of their juniors shall also be furnished in order to assess the reasons & actual quantum of pay anomaly.

  
[Manish Kumar]  
Jt. General Manager (Pers)

Encl: As above

P.T.O

Name	Staff No/HRMS	Pay/Pay scale/grade on 01-10-2000	Lower post where there was no anomaly	Higher post where anomaly occurred	Date of promotion to the higher post	Basic Pay & Pay Scale on the last date when there was no anomaly	Basic Pay & Pay Scale on the date when anomaly occurred	Date of Intervening time bound upgradation, if any	Pay and pay scale on that time bound upgradation	Extra increment, if any, availed as per para 11(v) of EPP, with date i.e time bound followed by post based promotion in the same scale	
	1	2	3	4	5	6	7	8	9	10	11
Senior											
Junior											

ENDT NO: CGMP/EXE PP/CORRES/VOL.I/PT.I/1 dated at Chennai-28, the 06-10-2015.

Copy to: All Sr. GMs / GMs in STP  
 GM(F), % CGMP, Chennai  
 DGM(P&A) / DGM(MM) / DGM(F), % CGMP, Chennai  
 VO / All AGMs / CAOs, / AO(Cash), % CGMP, Chennai  
 All Executives, % CGMP, Chennai  
 Notice Board, % CGMP, Chennai

For information and necessary action please. Wide publicity may be given to the executives under your control. The pay anomaly cases may be compiled and sent to the undersigned in the format cited above on or before 26-10-2015 please.

*KSR* 26/10/15

[K. S.R. KRISHNAN]  
 सहायक महाप्रबंधक (प्रशासन)  
 ASSISTANT GENERAL MANAGER(ADMN.)  
 का मुमप्र ददूपरि चेन्नै 600 028  
 O/o CGMP, Chennai-600 028.