



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL-I BRANCH

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

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

Dated: 28th 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.


28.9.15

[Manish Kumar]

Jt. General Manager (Pers)

Encl: As above

