

भारतसरकार /GOVERNMENT OF INDIA
संचारमंत्रालय /MINISTRY OF COMMUNICATIONS
दूरसंचारविभाग/DEPARTMENT OF TELECOMMUNICATIONS
20, अशोकरोड, संचारभवन /ASHOKA ROAD, SANCHAR BHAWAN
नईदिल्ली /NEW DELHI -110001

F. No. 7-45/2018/BSNL-Misc./TA-I /2376

Date: 17.09.2020

To,

The CCA,
Maharashtra Telecom Circle,
Mumbai.

Sub: Pay fixation of Non executives belonging to Sr. TOA/TOA Cadre.

Representations have been received from Pensioners and associations regarding wrong pay fixation in respect of Sr. TOA/TOA cadre in Maharashtra Circle. The matter being raised is that pay fixation of Non executives belonging to Sr. TOA/TOA Cadre is being wrongly downgraded. In this regard, it is to submit that matter had been forwarded to Estt. wing for issuing necessary clarification.

2. In this regard, the clarifications was received which mentions that *"skipping of IDA scale of 6550-185-9325 between the IDA scale of 5700-160-8100 and 7100-200-10100 on OTBP promotion of Sr. TOA in BSNL can be verified from the copy of promotion order entered in Service book and kept in record with the service book itself. Even then, if unsatisfied, (Non Executive Promotion Policy) NEPP of BSNL can be checked or further clarification can be taken from BSNL C.O."*

3. In this regard Para 5.1, Para 5.2 and Para 6.4. of NEPP order dated 23.3.2010 (Annexure A) and option form II as per para 6.4 (Annexure B) above may kindly be seen. As per above all Non-executives were given three options:

- a. They may opt out of NEPP in which case they will get the benefits of old rules as per 5.1.
- b. They may opt for NEPP and get their first financial upgradation as per NEPP by forgoing their earlier promotion/upgradation availed by virtue of erstwhile OTBP /BCR /Grade IV / ACP Promotion schemes etc. or by way of conversion/ restructuring/ pay up gradation etc.
- c. They may opt for NEPP by treating the earlier promotion availed by virtue of erstwhile OTBP /BCR /Grade IV / ACP Promotion schemes etc. or by way of conversion/restructuring/pay up gradation etc. as first up gradation.

4. The grievance under consideration arises in respect of Sr. TOAs/TOAs who opted for option 3c above. For them the earlier promotion availed by virtue of erstwhile OTBP /BCR /Grade IV / ACP Promotion schemes etc. or by way of conversion/restructuring/pay up gradation etc. should be treated as first upgradation and next promotions be given as per NEPP. This is in line with clarification no 17 of BSNL Letter No 13-2/2010-TE dated 06.01.2011 (Annexure C).

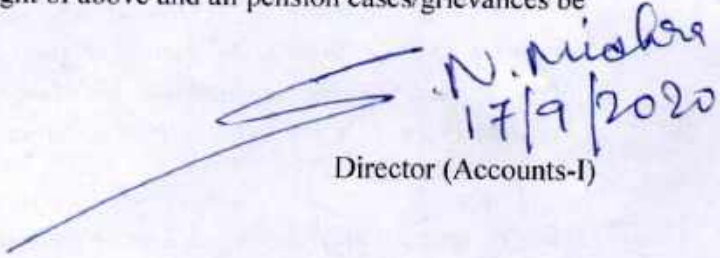
5. It is to mention that OTBP (16 yrs) policy was applicable for operational cadre (TOA / Sr.TOA) where hierarchy is defined as below:

CDA scale	Equivalent IDA Scale
4000-100-6000	5700-160-8100(NE 8)
4500-125-7000	6550-185-9325(NE 9)
5000-150-8000	7100-200-10100(NE 10)

6. As per DOT order 1-38/MPP-98 dated 20.4.1999, pay fixation of Sr. TOA/TOA after OTBP should be done in pay scale 5000-150-8000. (Annexure D) Further for BSNL, as per para 9(a) of BSNL office order dated 07/08/2002 "The existing promotion system of OTBP/BCR will continue to operate as in CDA system till it is revised by agreement". (Annexure E)

7. In light of above I am directed to convey that

- a. For Non executives in TOA/Sr. TOA cadre who opt as per para 3b above, their pay fixation shall be done in NE 9 after OTBP.
 - b. For Non executives in TOA/Sr. TOA cadre who as per para 3c, their pay fixation shall continue to be NE 10 after OTBP.
8. Thus necessary action may be taken in light of above and all pension cases/grievances be resolved at the earliest.


N. Mishra
17/9/2020
Director (Accounts-I)

Copy for kind information to:

1. PPS to Secretary(T)
2. Addl. CGCA
3. Dir (Estt-II)

4.3 Performance Ratings in ACRs/ APARs: The ACRs/APARs of the previous 5 (five) years shall be taken in to consideration, for assessing fitness of eligible Non-Executives of various grades on the following fitness criteria: -

Sl. No.	Scale	Category	Grading Criteria
1	NE1 - NE2; NE2 - NE3; NE3 - NE4; NE4 - NE5	OC	No Adverse, not more than four Average
		SC/ST	No Adverse
2	NE5 - NE6; NE6 - NE7; NE7 - NE8;	OC	No Adverse, not more than two average
		SC/ST	No Adverse, not more than three Average
3	NE8 - NE9; NE9 - NE10; NE10 - NE11;	OC	No Adverse, not more than one Average
		SC/ST	No Adverse, not more than two Average

BSNL is in process of implementing Performance Management System (PMS) for its employees. Evaluation of performance of employees based on the scheme will be kept in consideration as and when it is implemented.

4.4 The instruction regarding sealed cover proceedings as applicable in case of DPC's will also be applicable to this policy.

5. Option to Continue in erstwhile time bound promotion schemes:

5.1 All the Non-Executive employees will automatically and uniformly be covered by this promotion policy. Existing OTBP/BCR/Grade-IV/ ACP policy will cease to exist from the date of notification of this Non-Executive Promotion Policy, as a general measure. An individual non-executive employee may, however, opt to remain out of the purview of this scheme to continue in his erstwhile time bound promotion scheme. Such option to remain out of the purview of this policy will have to be exercised within one month from the date the circle authority/ SSA Head asks for such option at the time of implementation of the policy with reference to the first review date. If option is not exercised within the stipulated time period, it would be construed as if the concerned Non-Executive has opted for this Non-Executive Promotion Policy and accordingly he/she will be governed by the provisions of the Non-Executive Promotion Policy. The Option Form is annexed herewith.

[Handwritten Signature]

5.2 The promotion of such person who opts to continue in his/her erstwhile time bound promotion scheme viz., OTBP/ BCR/ Grade-IV/ ACP etc. will be governed by the provisions of such schemes as existed on 01.10.2000 i.e. the date on which BSNL was formed, unless any change is specifically ordered or agreed to by the BSNL Management after issue of this policy. All the concessions given by BSNL to Non-Executives in relation to OTBP/BCR/ Grade-IV/ ACP etc. after 01.10.2000 stands withdrawn with immediate effect. However, the cases settled prior to the issue of this order, need not be reopened unless the employee himself opts for this Non-Executive Promotion Policy.

6. General Principles:-

6.1 In the pre-revised pay scales, the pay fixation of Non-Executives, on Time bound IDA pay scale upgradation as per this order, will be done in the next non-executive IDA pay scale at the stage next above the notional pay arrived at by increasing his pay - in the lower pay scale held by him prior to up-gradation - by an amount equal to one increment, or Rupees one hundred only, whichever is more. On switchover to revised pay scales after 1/1/2007, pay fixation will be carried out as per pay fixation principles enunciated in the pay revision order, which is yet to be issued.

6.2 Time bound IDA pay scale up-gradations are not linked with the availability of posts and thus, the provisions relating to application of rosters are not applicable. However, as a concession to SC/ST employees, the grading criteria have been relaxed for SC/ST employees in comparison to OC employees.

6.3 Time Bound IDA pay scale upgradations are personal to non-executive concerned and no claim what-so-ever can be made by comparison on grounds of seniority, class, community, cadre, stream etc. Further, except as provided in the instant guidelines, there will be no claim on account of any of the other provisions of FRSR in the context of pay scale, pay fixation, substantive status etc.

6.4 Upgradation in Pay scale availed by a non-executive employee on the basis of existing OTBP/BCR/Grade-IV/ACP scheme etc. or by way of conversion/restructuring/pay scale upgradation etc. after 01/10/2000 and before notification of this new policy will be treated as the first upgradation under the new policy. The concerned employee may, however, opt for first upgradation as per this policy by foregoing the promotion already availed under the erstwhile OTBP/BCR/Grade-IV/ACP schemes etc. or by way of conversion/restructuring/pay scale upgradation etc.



292/c
Annexure - B

Annexure - II

OPTION FORM - II
(To be exercised as per Para 6.4)

(For those, who have exercised Option No. 1 under Option Form - I)

I, _____ Designation _____
working in the Office of _____

have gone through the contents of the Non Executive Promotion Policy, circulated
vide BSNL C.O. letter No. 27-7/2008-TE-II dated 23/03/2010 and in particular Para 6.4
and have carefully gone through the instant clarifications and hereby

1. Opt for my first financial upgradation as per Non Executive Promotion Policy, by
forgoing the promotion/upgradation already availed by me on (date) _____
by virtue of my erstwhile OTBP/BCR/Grade-IV/ACP promotion schemes etc. or by way
of conversion/ restructuring/pay scale upgradation etc. *

OR

2. Opt for treating the promotion granted to me on (date) _____ under
my erstwhile OTBP/BCR/Grade-IV/ACP promotion Schemes etc. or by way of
conversion/restructuring/pay scale Upgradation etc. as my first financial Upgradation
under Non Executive Promotion Policy *

* Tick the chosen option

(Signature)

Name _____
Designation _____
Staff No. _____ HR No. _____
Office _____

Date : _____

Place : _____

9/9

[Handwritten Signature]
2/11/11

BHARAT SANCHAR NIGAM LTD.
(A GOVT. OF INDIA ENTERPRISE)
CORPORATE OFFICE
TE SECTION
BHARAT SANCHAR BHAWAN, NEW DELHI -1

Annexure C

No. 13-2/2010-TE

Dated : 6 /01/2011

To

All Heads of Telecom Circles,
Metro Districts & Administrative Units,
Bharat Sanchar Nigam Limited.

SUB: Non- Executive Promotion Policy (NEPP) for employees in the IDA pay scales of NE-1 to NE-10 of Bharat Sanchar Nigam Limited.- Clarification thereof.

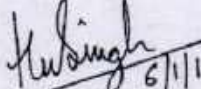
Kindly refer to this office letter No. 27-7/2008-TE-II dated 23/03/2010, vide which Non-Executive Promotion Policy (NEPP) for employees of IDA pay scales of NE-1 to NE-10 of BSNL has been circulated and also letter No. 13-2/2010-TE dated 20/08/2010 vide which clarifications with regard to implementation of NEPP have been issued. After issuance of clarification, this Section has received few more letters from various Telecom Circles and unions as well seeking clarification with regard to implementation of NEPP.

2. The matter has been examined in this office and it has been decided to issue additional clarifications with regard to the points raised by the Unions and Telecom Circles. Accordingly, the points raised and the clarifications on these points are enclosed herewith as Annexure.

3. It is, therefore, requested that immediate necessary action for implementation of Non-Executive Promotion Policy (NEPP) in accordance with the clarifications as mentioned at Annexure.

4. This issues with concurrence of BSNL Finance.

Enclosure : 5 Pages Annexure as above.


(Harsh Vardhan Singh)
Addl.General Manager (Estt.)
TEL. NO. 23715155
FAX NO. 23734365

Copy to:-

1. PPS to CMD/All Board of Directors of BSNL
2. DDG (Estt.), DOT
3. All PGMs/GMs/DGMs, BSNL C.O.
4. CSS/Pers.-III/SEA/Civil Wing/Electrical Wing/Arch. Wing, BSNL C.O.
5. Secretary General, BSNLEU
6. Order Bundle
7. OL Section - for Hindi translation
8. Intranet BSNLCO.

Sl. No.	Points raised	Clarifications issued
17	If an official opts for treating his date of earlier upgradation granted under OTBP/BCR/Gr. IV/ACP etc. as his first upgradation under NEPP, whether his pay is to be re-fixed as per the provisions of NEPP i.e. by giving one notional increment?	No. There is no need to re-fix the pay of such officials.
18	If an official, who has been restructured as Sr. TOA for example on 03/02/2002 and has been granted promotion under BCR Schemes for example on 01/07/2010, opts for NEPP and also opts for treating his restructuring as Sr. TOA as his first upgradation under NEPP, then whether his date of second upgradation under NEPP is to be taken as 01/07/2010?	In such cases, the second upgradation under NEPP is to be granted after seven years i.e. 03/02/2008 from the date of first upgradation granted under NEPP. The promotion granted under OTBP/BCR Schemes etc. is to be withdrawn w.e.f. 23/03/2010 and the pay & allowances drawn during the said period is to be adjusted against the amount due against second upgradation under NEPP.
19	Whether NEPP is applicable to the officials, who have taken voluntary retirement (VRS) after 01/04/2008?	Yes. The officials who have taken VRS after 01/04/2008 may be granted the benefit under NEPP, as per their option.
20	Whether the benefits of financial upgradations under NEPP is also to be granted to the officials, who have been dismissed/removed/compulsorily retired from service after 01/04/2008?	No benefit is to be granted to the officials, who have been dismissed/removed from the service. However, benefit is to be granted to the officials, who have been given compulsory retirement from service.
21	Whether the benefits of financial upgradations under NEPP is also to be granted to the officials, who have resigned from service after 01/04/2008?	Yes. As per Para I. 1, the officials who have resigned from service after 01/04/2008 may be granted the benefit under NEPP, as per their option.
22	Whether Modified Assured Career Progression (MACP) Scheme is applicable in the case of UDCs/Stenographers, who are being governed by ACP Scheme, if they opt to continue in their erstwhile promotion policy?	No. As per the instructions contained in Para 5.2 of NEPP Order dated 23/03/2010, these UDCs/Stenographers would be governed by the provisions of the ACP Scheme, as it existed as on 01/10/2000.

Hud

S. N. Mishra
2/9/2011

No. 1-320MP-98
GOVERNMENT OF INDIA
DEPARTMENT OF TELECOMMUNICATIONS
(MPT/CELLS.)

New Delhi, the 29th April 1998



- To
- All Heads of Telecom Circles.
 - All Heads of Maintenance Regions.
 - All Heads of Project Circles.
 - All Heads of Metro Districts.
 - All Heads of other Administrative Units.

Sub. Pay scales of OTDP/BCR officials included into the restructured cadres of Phone Mechanics, Technicians Assistants and Senior Technicians Operating Assistants.

The issue of reviewing the existing restructuring scheme of Group 'C' cadre and placing the officials in the appropriate pay scales on their appointment in the Restructured cadre was under consideration by the Department for quite sometime. The Staff Federations have also been raising the demand to place the officials who have completed a total service of 16/26 years (including that rendered in the pre-restructured cadre) in appropriate pay scales if they are absorbed in the restructured cadre.

2. The matter has been examined in detail and the following decisions have been taken:

- (1) The officials who after getting qualified and trained enter the restructured cadre before completion of 16 years of service in the pre-restructured cadre shall be placed in the pay scales indicated below on completion of 16 years of total service including that rendered in the pre-restructured cadre provided that he/she has put in a minimum of 4 years of service (including officiating ones) in the restructured cadre.

Phone Mechanics	Rs. 4000-100-6000
Sr.TOA & TIA	Rs. 5000-150-8000

- (2) The officials who after getting qualified and trained, enter the restructured cadre after appointment in the OTDP of the pre-restructured cadre shall be placed in the following pay scales:

Phone Mechanic	Rs. 4000-100-6000
Sr.TOA & TIA	Rs. 5000-150-8000

Dated: 20-04-1999

Seriously, the officials who after getting qualified and trained, enter the restructured cadre after appointment in the BCR of the pre-restructured cadre, shall be placed in the following pay scales:

Phone Mechanic	Rs. 4500-125-7000
Sr.TOA & TTA	Rs. 5500-175-9000

- (3) The officials who after getting qualified and trained, enter the restructured cadre after appointment in the OTBP of the pre-restructured cadre as well as the officials who enter the restructured cadre before completion of 16 years, i.e. as per para (1) above, on completion of 26 years of total service including that rendered in the pre-restructured cadre shall be placed in the following pay scales:

Phone Mechanic	Rs. 4500-125-7000
Sr.TOA & TTA	Rs. 5500-175-9000

- (4) The eligibility conditions for placement in the pay scales indicated at para (1), (2) and (3) above, shall not be applicable to those Phone Mechanics who are inducted from the cadres of Regular Mazdoor, Temporary Status Mazdoor and other Group 'D'.

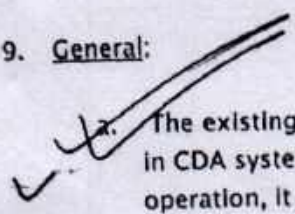
- (5) Placement of officials in the higher pay scale as mentioned in para (1), (2) and (3) above, shall be with pay fixation under FR 22(1)(a)(2).

- (6) The officials shall be placed in the respective pay scales in accordance with para (1), (2) and (3) above with effect from 1st December, 1998.

This issues with the concurrence of Telecom Finance vide their Dy. No. 1092/FA.152 dated 20-04-1999.

(HARWESH BIATIYA)
DIRECTOR(MPP)

9. General:



- a. The existing promotional system OTBP/BCR/Grade IV will continue to operate as in CDA system till it is revised by an Agreement. Similarly, where ACP system is in operation, it will continue till it is revised by an Agreement.
- b. All entitlements for admissibility of TA/DA/LTC/Advances etc. will continue to be regulated at the existing rates of admissibility till they are amended suitably in the IDA pattern
- c. Individual claims (except as provided specifically), such as TA, Transfer TA, LTC, Medical claims etc. already settled shall not be re-opened.
- d. Errors and Omissions occurred while calculating the arrears are subject to rectification and correction. Over payments made, if any, shall be recovered from any amount that may become payable due to the employee concerned.
- e. In case of any doubt/clarification with regard to implementation of any clause(s) of this office order, the same may be referred to the undersigned for clarifications, before implementation.

Allowances for BSNL Employees

ANNEXURE

1. House Rent allowance (HRA)

BSNL employees will be paid HRA on the basis of revised pay w.e.f. 1-10-2000 at the rates and the terms applicable to the Central Government employees based on the reclassification of the cities as notified by Government of India. HRA rates as given therein are as under:

Classification of cities/Towns	Rate of HRA
A-1	30% of basic pay
A, B-1, & B-2	15% of basic pay
C	7.5% of basic pay
Unclassified	5% of basic pay

Recovery of rent from those employees who are occupying or availing of BSNL/Government accommodation will be on the basis of the license fee chargeable on the revised pay and the same would be computed w.e.f. 1-10-2000.