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*Linking India*

CORPORATE OFFICE  
PERSONNEL – V SECTION  
Bharat Sanchar Bhawan, 5<sup>th</sup>  
Floor,



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

Harish Chandra Mathur Lane, New Delhi – 110001.

No. 7-1/2010-PAT(BSNL)

Dated 31.08.2010

To,

All Heads of Telecom Circles,  
All Administrative Units,  
BSNL.

Sub: Anomaly due to accrual of increments of juniors earlier than the seniors after fixation of pay in revised pay scale on implementation of Non-executives wage revision order w.e.f 01.01.2007.


Sir,

I am directed to state that decision of the competent authority was communicated in respect of executives on the similar subject vide this office letter No. 2-8/2009-PAT(BSNL) dated 23.09.2009 with further modification vide letter of even no. dated 14.06.2010. Now, the similar anomalous situations are being reported with respect to Non-executives on revision of their pay as per this office order No. 1-16/2010-PAT(BSNL) dated 07.05.2010.

2 In this connection it has now been decided with the approval of competent authority that in cases of anomaly where senior starts drawing less pay than junior due to accrual of increment to junior earlier than the senior after fixation of pay as per order issued vide this office order No. 1-16/2010-PAT(BSNL) dated 07.05.2010, the pay of the senior may be stepped-up at par with junior subject to the fulfillment of other terms and conditions as given below:

- I. Both the senior and junior employees should belong to the identical cadre and belong to the same SSA if seniority is maintained on SSA basis and to the same circle if the seniority is maintained on circle basis.
- II. The pre-revised and revised scales of pay of both employees should be identical and the junior must have joined the lower post after the senior.
- III. The senior employee should have been drawing more or equal pay than the junior in pre-revised as well as revised scale before accrual of increment in Jan 2007 or in any month during the year 2007.
- IV. The anomaly should be directly as a result of application of the fixation of pay on wage revision applicable w.e.f 01.01.2007.

3. The next increment in all such cases will be granted after a period of 12 months of stepping-up of pay at par with junior. However, such stepping-up will be allowed only once w.r.t. one of his juniors subject to satisfying the conditions mentioned in Para 2(i) to 2 (IV) above.



(Sheo Shankar Prasad)  
Asstt. General Manager [Pers V]  
Ph No. 23037475

Copy to:

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3. All Executive Directors, BSNL.
4. All CGMs/ All Heads of Administrative Units BSNL.
5. All PGMs /GMs BSNL C.O.
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