

3.2 Revised pay scales, corresponding to pre-revised pay scales Rs. 9200-250-13200 & Rs. 9850-250-14600 for non-executives proposed under Non-executive Promotion Policy, will be notified after approval by DOT.

3.3 **Industrial Dearness Allowance (IDA)**

100% DA neutralisation will be adopted for all the non-executives, who are on IDA pattern of scales of pay w.e.f. 01.01.2007 as done in case of executives of BSNL. Thus, DA as on 01.01.2007 will become zero with link point of All India Consumer Price Index (AICPI) 2001 = 100 which is 126.33 as on 01.01.2007. The periodicity of adjustment will be once in three months as per the existing practice for these categories. The quarterly DA from 01.01.2007 will be as per new DA scheme. The IDA payable w.e.f. 01.04.2007 onwards shall be as per the IDA rates circulated by DPE from time to time.

3.4 **Fitment Method:**

3.4.1 Employees who were in the pre-revised non-executive pay scales before 1.1.07 will be placed in the corresponding revised non-executive pay scales as per the fitment formula given in para 3.4.3.

3.4.2 Employees joining BSNL on or after 1.1.2007 will be placed at the initial stage of the revised pay scale in which they are appointed. In cases where emoluments in the pre-revised pay scale(s) on the date of joining BSNL [i.e. Basic Pay + DP+DA applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay scale and applicable IDA thereon on the same date, the difference will be allowed as Personal Pay and it will be absorbed in future increments.

3.4.3 Fitment in the revised scale shall be made applicable as per following formula:

- a) Basic Pay in the Pre Revised pay scale as on 01.01.2007
Plus
- b) IDA neutralisation @ 68.8% on Basic Pay
Plus
- c) Fitment benefit @30% on [Basic Pay +IDA (68.8%)]
- d) The amount so arrived at, rounded off to the next multiple of 10 Rupees, shall be the Basic Pay in the revised pay scale.

3.5 **Annual Increment/Stagnation Increment/Pay Fixation on Promotion**

3.5.1 Annual increment will be at the rate of 3% of the revised basic pay and will be rounded off to the next 10 Rupees.

3.5.2 Stagnation increment will be @3% of the revised basic pay and the non-executive will be allowed to draw maximum 3 stagnation increments, one increment after every two years upon reaching the maximum of the revised pay scales.

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