

- 3.5.3 On promotion, one notional increment equal to 3% of the existing basic pay rounded off to the next multiple of Rs. 10/- would be granted and pay fixed in the promoted scale.
- 3.5.4 The annual increment which falls on 01.01.2007 will be granted in the revised pay scale on 01.01.2007.
- 3.5.5 The extra increment granted to those non-executives who were unable to get BCR 10% promotion one year prior to their retirement, in terms of BSNL CO order no. 27-8/2003-TE-II(i) dt. 18.11.2003, before 01.01.2007, shall be added to the pre-revised basic pay for calculating the revised pay. In case this extra increment falls on or after 01.01.2007, then this increment will be granted in the revised pay scale @ 3% of the revised basic pay.
- 3.5.6 The non-executives can opt for the revision of pay on 01.01.2007, or from the date of promotion after 01.01.2007, or from the date of next increment in the existing scale.
- 3.5.7 Where non-executives drawing pay at two or more consecutive stages in the existing pay scales get bunched, then, for every two stages so bunched, benefit of one increment will be given.

3.6 House Rent Allowance:

The house rent allowance to the non-executive employees of BSNL will be at the following rates and will be payable on revised pay w.e.f. 27th February, 2009:-

Cities and population	Rates of HRA
50 Lakhs & above	30% of basic pay
.5 to 50 Lakhs	20% of basic pay
Less than 5 Lakhs	10% of basic pay


The issue of applicability of classification of cities for HRA to BSNL employees based on the orders for the Central Govt. Employees stands referred to DoT. The final decision on this issue will be applicable to all employees of BSNL.

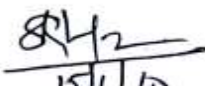
3.7 City Compensatory Allowance (CCA)

CCA stands dispensed w.e.f. 27.02.2009.

4. PERKS & ALLOWANCES

- 4.1 The perks & allowances applicable to non-executive employees as contained in Paras 4.2 to 4.4 may be revised with effect from the date of signing of wage agreement.

Sanjambir


SHZ

 15/1/10