


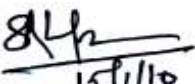
**4.3 Perks specific in BSNL:**

4.3.1	Food allowance	May be discontinued.
4.3.2	Skill Upgradation allowance	In order to help non-executive employees of BSNL upgrade their skills, a new allowance @ 2% of revised basic pay per month may be paid.
4.3.3	Rural Duty Allowance	Existing amount may continue

**4.4 Other Misc. Allowances:**

4.4.1	OTA	Existing rates may continue. It may be reviewed on 01.01.2012
4.4.2	TA, DA and Hotel rates	Existing amount may continue. It may be reviewed on 01.01.2012 or as and when these allowances are revised for executives in general in BSNL, whichever is earlier.
4.4.3	Training Allowance	The rate of Training allowance may be modified to 7.5% of revised basic pay.
4.4.4	Fixed Conveyance Allowance	Existing amount of allowance may be increased by 50%.
4.4.5	Special Allowance for Child care for women employees with minimum 40% disability	A new allowance of Rs. 1000/- per month per child for a maximum of two children from the time of child birth till the child attains the age of 2 years, may be introduced.

*C.A.R. per ds*  


  
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