

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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V.A.N. Namboodiri
General Secretary

BSNLEU / 422 (WAGE)

07.12.2009

To

Shri Kuldeep Goyal,
CMD, BSNL
Bharat Sanchar Bhawan,
New Delhi-110001

Sir,

Sub:- Fixing the maximums of the revised pay scales of non-executives in such a way as to allow full benefits of the commitments/agreements/ orders of the management - Request for intervention –Req.

In our memorandum on wage revision and in the discussions in the exploratory meetings on wage revision we have demanded that the revised pay scales should have increment as percentage of the basic pay and the pay scales should be open ended to avoid the problem of stagnation. The management told that in view of the fact that the BSNL absorbed employees are having the provision for payment of pension under CCS(Pension)Rules which requires BSNL management to pay pension contribution to Government on the maximum of the pay scale of the employee, the pay scales should not be open ended but should have maximum scale also. Due to this, it became necessary to have close ended pay scales in the revised pay structure.

Even though the Executives are given close ended pay scales, the span is 26 years for E1A, and 28 years for E3, 28 years for E4 etc. Since non-executives' wage revision pattern is proposed by the management on the basis of lower level executives at E1A pay scale, the pay scales of non-executives also should have 26 years span. But management side brought a proposal that the span of the pay scale can be reduced for non-executives in order to minimise the increase in expenditure on account of pension contribution, but at the same time the problem of stagnation can be taken care of. We agreed with this, since we do not want unnecessary increase in pension contribution without any benefit to the employees.

In the meeting of the wage negotiation committee held on 4-12-2009, a consensus was reached that the span for all pay scales will be 18 years and where the possibility of stagnation is still there in certain scales, the span can be increased further. Besides this, we requested the management to keep the following commitments made/orders issued by it so that the full benefit of these commitments/orders is not denied to any official while fixing the maximum of the revised pay scales:

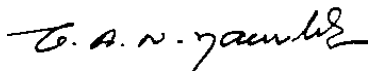
- a) **78.2%DA neutralisation** Besides the agreed 68.8% DA neutralisation, in the Wage Negotiation Committee meeting held on 17-11-2009, consensus was reached that as and when 78.2% DA neutralisation is considered for executives, it will be extended to non-executives also.
- b) **Fitment benefit 30%**
- c) **BSNL promotion policy for non-executives** agreement signed on 30-10-2008.
- d) **One increment granted in lieu of Grade-IV promotion** BSNL issued orders for grant of one increment one year before retirement in case of those officials who do not get Grade-IV(BCR 10%) promotion before retirement.
- e) **Avoiding stagnation:** In the meeting of wage negotiation committee it was agreed to avoid the problem of stagnation while fixing the maximum of the revised pay scales.

While deciding the maximum of the revised pay scales, the necessity of extending full benefits of these commitments/agreements/orders, is to be taken care of by the management without any exception. A note with details of a few cases taken as examples is enclosed herewith in order to explain how the maximum of the pay scale is related to the above issues.

Since the cases given in this note are only few examples, and since the entire data regarding the particulars of employees will be available with management only, it is the responsibility of the management to calculate and fix the maximum of the revised pay scales in such a way that all its commitments/orders detailed above are fulfilled without any problem.

We request your kind intervention so that these calculations are done correctly and maximum of the revised pay scales are proposed accordingly by the management side with in one or two days for taking a final decision in the wage negotiation committee in this week.

Yours sincerely



(V.A.N.NAMBOODIRI)
GENERAL SECRETARY

Copy to:

1. Sri Gopal Das, Director(HRD), BSNL, New Delhi for favour of information and necessary action
2. Sri S.R.Kapoor, Chairman, Wage Negotiation Committee for BSNL Non-Executives for favor of information and necessary action.

DETAILS OF SOME EXAMPLES FOR APPRECIATING THE LINK OF THE COMMITMENTS/AGREEMENTS/ORDERS OF MANAGEMENT WITH THE FIXATION OF THE MAXIMUMS OF THE REVISED PAY SCALES FOR BSNL NON-EXECUTIVES

TABLE-1

Pay Scale Number	Pay Scale(Existing)	Revised pay scale (minimum with 1.91 multiplication factor and maximum with 20 years span)
NE-1	4000-120-5800	7640-13820
NE-2	4060-125-5935	7750-13980
NE-3	4100-125-5975	7830-14170
NE-4	4250-130-6200	8120-14670
NE-5	4550-140-6650	8690-15690
NE-6	4720-150-6970	9020-16270
NE-7	5700-160-8100	10890-19860
NE-8	6550-185-9325	12510-22620
NE-9	7100-200-10100	13560-24490
NE-10	7800-225-11175	14900-26920
NE-11	8570-245-12245	16370-29570
NE-12	9200-250-13200	17570-31740
E1	8600-250-14600	16400-40500*
E1A	9850-250-14600	18850-41800*
E2A	11875-300-17275*	

*indicates executive pay scales available for non-executives in their promotions. E-2A is available for the second ACP for Stenographers.

TABLE-2 (With minimum 1.91 multiplication factor and maximum with 20 years span)

Old Scale	Basic Pay		New Basic	Basic After																			
				1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr	20 yr
4000-120-5800	4000	*1.91	7640	7870	8110	8350	8600	8860	9130	9400	9680	9970	10270	10580	10900	11230	11570	11920	12280	12650	13030	13420	13820
4060-125-5935	4060	*1.91	7750	7980	8220	8470	8720	8980	9250	9530	9820	10110	10410	10720	11040	11370	11710	12060	12420	12790	13170	13570	13980
4100-125-5975	4100	*1.91	7830	8060	8300	8550	8810	9070	9340	9620	9910	10210	10520	10840	11170	11510	11860	12220	12590	12970	13360	13760	14170
4250-130-6200	4250	*1.91	8120	8360	8610	8870	9140	9410	9690	9980	10280	10590	10910	11240	11580	11930	12290	12660	13040	13430	13830	14240	14670
4550-140-6650	4550	*1.91	8690	8950	9220	9500	9790	10080	10380	10690	11010	11340	11680	12030	12390	12760	13140	13530	13940	14360	14790	15230	15690
4720-150-6970	4720	*1.91	9020	9290	9570	9860	10160	10460	10770	11090	11420	11760	12110	12470	12840	13230	13630	14040	14460	14890	15340	15800	16270
5700-160-8100	5700	*1.91	10890	11220	11560	11910	12270	12640	13020	13410	13810	14220	14650	15090	15540	16010	16490	16980	17490	18010	18550	19110	19680
6550-185-9325	6550	*1.91	12510	12890	13280	13680	14090	14510	14950	15400	15860	16340	16830	17330	17850	18390	18940	19510	20100	20700	21320	21960	22620
7100-200-10100	7100	*1.91	13560	13970	14390	14820	15260	15720	16190	16680	17180	17700	18230	18780	19340	19920	20520	21140	21770	22420	23090	23780	24490
7800-225-11175	7800	*1.91	14900	15350	15810	16280	16770	17270	17790	18320	18870	19440	20020	20620	21240	21880	22540	23220	23920	24640	25380	26140	26920
8570-245-12245	8570	*1.91	16370	16860	17370	17890	18430	18980	19550	20140	20740	21360	22000	22660	23340	24040	24760	25500	26270	27060	27870	28710	29570
9200-250-13200	9200	*1.91	17570	18100	18640	19200	19780	20370	20980	21610	22260	22930	23620	24330	25060	25810	26580	27380	28200	29050	29920	30820	31740

THE FOLLOWING CASES ARE DETAILED HERE TO SEE WHERE THE MAXIMUM OF THE PAY SCALES HAS TO BE FIXED

a) **Case of Sri C.M.Ghosh Dastidar, SG Daftary, Telecom Stores, Kolkata(HR No. 198401125):**

- He can not get 30% fitment benefit(on pay+68.8%DA) on 1-1-2007 in case the span of the revised NE-4 scale is less than 19 years span.
- He can not get 30% fitment benefit (on pay+78.2% DA) on 1-1-2007 in case the span of the revised NE-4 scale is less than 20 years.
- He can not get the full benefit of promotion policy in case the span of the revised pay scale NE-5 to which he will be promoted on 1-10-2011 is less than 20 years.(in case the 30% fitment benefit is based on Pay+68.8% DA)
- He can not get the full benefit of promotion policy in case the span of the revised pay scale NE-5 to which he will be promoted on 1-10-2011 is less than 21 years (in case the 30% fitment benefit is based on Pay+78.2% DA)

WITH 30% FITMENT BENEFIT ON PAY+68.8% DA

He reached maximum of the pay scale 4100-125-5975(NE-3) on 1-9- 2003. He will retire in January 2023.His case will be as below:

- i) As per the new promotion policy he will get promotion on 1-10-2004 to the next higher scale 4250-130-6200 and will be fixed at the maximum of this scale i.e 6200 again as below:

Pay on 1-10-2004 in 4100-125-5975 pay scale	5975
Add one notional increment to this pay	125
Total	6100
Pay on 1-10-2004 in the promoted pay scale 4250-130-6200	6200(maximum of the pay scale)

- ii) On completion of two years he will get one stagnation increment and hence will be at Rs 6330/- on 1-10-2006. Hence on 1-1-2007 he will be at 6330/- in 4250-130-6200 pay scale.

- iii) As per the 30% fitment formula on pay+68.8%DA, his pay in the revised pay scale will be fixed as below:

(a)	Pay on 1-1-2007	6330
(b)	Add 68.8% DA on this=	4355
(c)	Total	10685
(d)	30% of the above total	3205
(e)	Revised pay[(c)+(d)]	13890

- iv) As per 30% fitment benefit on pay+68.8% DA, he will get revised pay of Rs 13890/- Which is at the 19th year stage in the revised NE-4 scale (See the table 2 above). Therefore if the span is less than 19 years, he will not get even the 30% fitment benefit on pay+68.8% DA in the pay revision.

- v) He will get promotion 1-10-2011 to the next higher scale as per the promotion policy. In case stagnation increment is drawn every two years until 1-10-2011, his pay will be as below:

1-10-2007 increment 3% due and hence =14310(But the maximum is only Rs 14240/- with 19 years span) and in such case how to give this increment due on 1-10-2007 has to be implemented? Is it to be restricted only to the extent of reaching the maximum of the pay scale? How an increment can be restricted and under what rule? Therefore it is assumed that this increment will be given in full, even if the basic pay crosses the maximum)

1-10-2009=1st stagnation increment=14740

1-10-2011=2nd stagnation increment=15190

On 1-10-2011 he will get promotion to NE-5 pay scale and will be given one increment in pay fixation and accordingly he has to be fixed at Rs 15650/-, which will be at 20th year stage(See table 2) in the NE-5 pay scale.

WITH 30% FITMENT BENEFIT ON PAY+78.2% DA

- i) On 1-1-2007, he was at 6330/- in NE-4 pay scale and he will be fixed at Rs 14670/- where as the NE-4 revised scale, which will be exactly at 20th year(see table 2) in the pay scale with 20 years span. Hence to make him eligible for 30% fitment benefit on 1-1-2007, the NE-4 revised pay scale should have 20 years span.
- ii) 1-1-2007=14670(maximum of the revised Pay Scale with 20 years span)
1-1-2007=14670(stagnation)
1-1-2009=15110(stagnation increment)
1-1-2011=15570(stagnation increment)
1-10-2011(promotion to next higher scale by adding 3% increment)=16040(in NE-5 revised pay scale)
The basic pay Rs 16040/- will be at 21st year stage(see table 2) in the revised NE-5 pay scale. Hence to make him eligible for the full benefit of promotion policy, the span of the revised NE-5 pay scale has to be 21 years.

b) Case of Sri S.Sambaiah SSS (HR No.196700552):

- He can not get his increment in lieu of Grade-4 promotion granted to him on 1-2-2007, in case the span of the NE-10 revised pay scale is less than 19 years.(with 30% fitment on Pay+68.8% DA).
- He can not get his 30% fitment benefit on Pay+78.2% DA in case the span of the revised NE-10 pay scale is less than 20 years.
- He can not get his increment in lieu of Grade-4 promotion granted to him on 1-2-2007, in case the span of the NE-10 revised pay scale is less than 21 years.(with 30% fitment on Pay+78.2% DA).

WITH 30% FITMENT BENEFIT ON PAY+68.8%DA

Date of appointment—13-9-1967

Date of Retirement----31-1-2008

OTBP----1-9-1983; BCR—1-1-1994

1-3-2006 stagnation increment and hence at Rs 11400/- basic pay in 7800-225-11175 pay scale (NE-10).

On 1-1-2007 his pay Rs 11400/- will be revised with 30% fitment benefit and it will be Rs 25020/- in the revised NE-10 pay scale.This will be at 18th stage in the revised scale(See table 2)

On 1-2-2007 he got one increment in lieu of Grade-IV promotion; Therefore he has to be given 3% on 25020=25770;

Rs 25770 is the 19th stage(see table 2) in case the pay scale 7800-225-11175 is revised with a minimum based on multiplication factor of 1.91.

In case 19 years span is not there in the pay scale NE-10, it is not possible to give this increment in lieu of Grade-IV promotion granted to the official, which has to be implemented without fail legally since granting such increment is as per the orders issued by the Management earlier.

WITH 30% FITMENT BENEFIT ON PAY+78.2% DA

On 1-1-2007 his pay Rs 11400/- will be revised with 30% fitment benefit ON Pay+78.2% DA and it will be Rs 26410/- in the revised NE-10 pay scale.This will be at 20th year stage(see table 2) in the revised NE-10 pay scale.

On 1-2-2007 he got one increment in lieu of Grade-IV promotion; Therefore he has to be given 3% on 26410=27210;

Rs 27210/- will be at 21st year stage(see table 2) in the revised NE-10 pay scale.

In case 21 years span is not there in the pay scale NE-10, it is not possible to give this increment in lieu of Grade-IV promotion granted to the official, which has to be implemented without fail legally since granting such increment is as per the orders issued by the Management earlier.

c) Case of Sri M.S. Palani Carpenter CGMT A.P. Circle Office(HR No. 198100161)

- He can not get full benefit of the promotion policy in case the span of the revised NE-6 scale to which he will be promoted on 1-9-2012 is less than 21 years(with 30% fitment benefit on Pay+68.8% DA.)
- He can not get the full benefit of the promotion policy in case the revised NE-6 scale to which he will be promoted on 1-9-2012 is less than 23 years.(with 30% fitment on Pay+78.2% DA)

WITH 30% FITMENT ON PAY+68.8% DA

Date of retirement—30-11-2017

He was at 5940/- in 4250-130-6200 scale on 1-10-2000 and got 2nd ACP in 4550-140-6650 scale on 1-9-2005 and reached maximum 6650/- on 1-9-2006.

He was at 6650 in 4550-140-6650 IDA scale as on 1-1-2007. With 30% fitment benefit he has to be fixed at 14600/- which is the 18th year stage in the scale NE-5.(See table 2).

With 18 years span, the maximum will be 14790/-.

He has to draw increments in NE-5 scale as below:

1-9-2007=15040(Since he has to draw full benefit of the increment, he has to be given this basic pay of 15040 even though the maximum of the pay scale is Rs 14790/- only)

1-9-2009(stagnation increment)=15500

1-9-2011(stagnation increment)=15970

1-9-2012(promotion to NE-6 pay scale as per promotion policy)=16450

In NE-6 pay scale, this is at 21st year span(see table 2).

WITH 30% FITMENT ON PAY+78.2% DA

He was at 6650 in 4550-140-6650 IDA scale as on 1-1-2007. With 30% fitment benefit on Pay+78.2 DA, he has to be fixed at Rs 15410 /- which is the 20th year stage in the revised NE-5.(See table 2).

With 20 years span, the maximum of the Pay Scale will be Rs 15690/-.

He has to draw increments in NE-5 scale as below:

1-9-2007=15880/-(Since he has to draw full benefit of the increment, he has to be given this basic pay of 15880/- even though the maximum of the pay scale is Rs 15690/- only)

1-9-2009(stagnation increment)=16360/-

1-9-2011(stagnation increment)=16850/-

1-9-2012(promotion to NE-6 pay scale as per promotion policy)=17360/-

In NE-6 pay scale, this is at 23rd year span(see table 2).

d) Case of Sri K.R.Yadav Sr.TOA(P) Lucknow Telecom District HR No. 198012144

- He can not get full benefit of promotion policy in case the span of the NE-11 revised pay scale span is less than 18 years(with 30% fitment on Pay+68.8% DA)
- He can not get full benefit of promotion policy in case the NE-11 revised pay scale span is less than 20 years(with 30% fitment on Pay+78.2%DA).

DOA-----15-4-1980

OTBP---1-4-1996

BCR----1-4-2006(7800-225-11175 scale=NE-10)

Date of increment=1st April

WITH 30% FITMENT ON PAY+78.2% DA

Basic pay as on 1-4-2009=9600

Basic pay on 1-4-2008=9375

Basic pay on 1-4-2007=9150

Basic pay on 1-4-2006 in 7800-225-11175 scale on promotion=8925/-

Basic pay as on 1-4-2006 in OTBP scale(NE-9=7100-200-10100)=8700

Basic pay as on 1-4-2005 in NE-9 scale=8500

Basic pay as on 1-4-2004 in NE-9 scale=8300

On 1-10-2004 the official will get promotion to NE-10(7800-225-11175 scale) as per the new promotion policy and on pay fixation under FR 22(1)(a)(1), his pay in the NE-10 scale will be fixed at Rs 8700/-

In this 7800-225-11175 pay scale, he will be at the following stages thereafter:

1-10-2005=8925

1-10-2006=9150

On 1-1-2007, he will be at 9150/- and with 30% fitment benefit, his pay in the revised NE-10 pay scale will be fixed at Rs 20080/-, which is the 11th stage in that revised scale (see the table 2).

Thereafter he will draw increments in that scale as below:

1-10-2007=20690

1-10-2008=21310

1-10-2009=21950

1-10-2010=22610

1-10-2011=23290

This Rs 23290/- is at the 16th stage(see table 2) in the revised NE-10 pay scale as can be seen from the table in para 3 above.

On 1-10-2011 he will get promotion to the NE-11 scale and his pay will be fixed at 23990/- in the revised NE-11 scale and it will be at 13th stage in that scale (See the table 2).

He will retire on 30-9-2017; Therefore five more increments he has to draw as below:-

1-10-2012=24710;

1-10-2013=25460;

1-10-2014=26230;

1-10-2015=27020;

1-10-2016=27830;

This is the 18th stage in the equivalent of 8570-245-12245, evolved with a minimum based on 1.91 multiplication factor (see table 2).

WITH 30% FITMENT ON PAY+78.2% DA

On 1-10-2004 the official will get promotion to NE-10(7800-225-11175 scale) as per the new promotion policy and on pay fixation under FR 22(1)(a)(1), his pay in the NE-10 scale will be fixed at Rs 8700/-

In this 7800-225-11175 pay scale, he will be at the following stages thereafter:

1-10-2005=8925

1-10-2006=9150

On 1-1-2007, he will be at 9150/- and with 30% fitment benefit, his pay in the revised NE-10 pay scale will be fixed at Rs 21200/-, which is the 12th stage in that revised scale(see the table 2).

Thereafter he will draw increments in that scale as below:

1-10-2007=21840

1-10-2008=22500

1-10-2009=23180

1-10-2010=23880

1-10-2011=24600

This Rs 24600/- is at the 17th year stage in the revised NE-10 pay scale as can be seen from the table 2 above.

On 1-10-2011 he will get promotion to the NE-11 scale and his pay will be fixed at 25340/- in the revised NE-11 scale and it will be at 15th year stage in that scale (See the table 2).

He will retire on 30-9-2017; Therefore five more increments he has to draw as below:-

1-10-2012=26100;

1-10-2013=26890;

1-10-2014=27700;

1-10-2015=28540;

1-10-2016=29400;

This is the 20th year stage in the equivalent of 8570-245-12245, evolved with a minimum based on 1.91 multiplication factor (see table 2).

e) **Case of Sri G. Gopal Group D CGMT Office AP(HR No. 197000097)**

- He can not get full benefit of the increment in NE-5 scale and will stagnate in case the span of the revised NE-5 pay scale is less than 21 years.(with 30% fitment benefit on Pay+68.8% DA)
- He can not get full increment benefit and will stagnate in case the span of the revised NE-5 pay scale is less than 23 years(with 30% fitment benefit on Pay+78.2% DA)

WITH 30% FITMENT ON PAY+68.8% DA

He retires on 31-5-2010.

Second ACP on 1-7-2004 in 4550-140-6650 scale (NE-5).

1-7-06=6650 (reached maximum of the pay scale)

1-1-2007=6650

1-1-2007= in revised pay= 14600(18th stage of revised NE-5)

1-7-2007 after increment= 15040

1-7-2008(after increment) = 15500

1-7-2009=15970(But the maximum is only Rs 15690/-. Hence to grant this increment due to him, the span of the scale has to be 21 years.(In any case, as calculated above in case of Sri C.M Ghosh Dastidar above, atleast 20 years span is required in this scale.) He retires on 31-5-2010.

WITH 30% FITMENT ON PAY+78.2% DA

He retires on 31-5-2010.

Second ACP on 1-7-2004 in 4550-140-6650 scale (NE-5).

1-7-06=6650 (reached maximum of the pay scale)

1-1-2007=6650

1-1-2007= in revised pay=15410 (20th year stage in revised scale NE-5. See table 2))

1-7-2007 increment=15880/-

1-7-2008 increment = 16360/-

1-7-2009=16850.

Therefore the pay scale span of revised NE-5 has to be 23 years in case stagnation is to be avoided.

f) **Case of Sri D.Babu Group D CGMT Office AP(HR No. 197500867)**

- He can not get full benefit of the promotion policy in case the span of the revised NE-6 pay scale is less than 22 years.(with 30% fitment benefit on Pay+68.8% DA)
- He can not get full benefit of the promotion policy in case the span of the revised NE-6 pay scale is less than 23 years(with 30% fitment on Pay+78.2% DA)

Date of retirement--30-4-2015.

On 1-10-2000 He was fixed in NE-4 scale(4250-130-6200) at Rs 5810/-

Increment November.

1-11-2000=5810

1-11-2001=5940

1-11-2002=6070

1-11-2003=6200

1-10-2004= Promotion to next scale(NE-5)=6370(in 4550-140-6650 scale)

1-10-2005=6510

1-10-2006=6650(maximum)

WITH 30% FITMENT ON PAY+68.8% DA

1-1-2007=6650= Rs 14600/- in revised scale

1-10-2007=15040

1-10-2008=15500

1-10-2009=15970

1-10-2010=16450

1-10-2011=16950(This will be at the 23 year stage in the revised pay scale of NE-5. See table 2) Therefore to avoid stagnation in the pay scale, the span of the pay scale has to be 23 years.

In any case, as detailed above in the case of Sri C.M.Ghosh Dastidar, 20 years span is required in this NE-5 pay scale, which will be Rs 15690/-.

On 1-10-2008 he will be at Rs 15500 and hence on 1-10-2009 he is due for another increment and hence his basic pay after this increment will be Rs 15970/-. Although this is more than the maximum in case of the scale having 20 years span, it is to be allowed to him to allow the full benefit of the increment.

Hence on 1-10-2009=15970

1-10-2011 stagnation increment =16450

1-10-2011 promotion increment 3% for promoting to NE-6 scale=16950/-which will be at 22nd year stage in the revised NE-6 pay scale.

Therefore to allow full benefit of promotion policy to him, the span of the NE-6 pay scale has to be atleast 22 years.

WITH 30% FITMENT ON PAY+78.2% DA

1-1-2007=6650=Rs 15410/- in revised scale(at 20th year span in the revised scale)

1-10-2007=15880/-(Maximum of revised scale with 20 years span =15690)

1-10-2009=16360(stagnation increment)

1-10-2011=16850(stagnation increment)

1-10-2011=17360/-(promotion to NE-6 scale)

This Rs 17360/- will be at 23rd year span of the revised NE-6 pay scale.

g) Case of Sri K.Lakshmirajam Retired CTS Karimnagar (A.P)

- He can not get full benefit of 30% fitment along with the drawal of due increment in revised pay scale of NE-11 on 1-1-2007 in case the span of the pay scale is less than 17 years(with 30% fitment on Pay+68.8% DA).
- He can not get full benefit of 30% fitment along with the drawal of due increment in the revised pay scale of NE-11 on 1-1-2007 in case the span of the pay scale is less than 19 years(With 30% fitment on Pay+78.2% DA).

WITH 30% FITMENT ON PAY+68.8% DA

He retired on 31-3-2007.

He got his last increment on 1-1-2007 and was fixed at Rs 12000/- on 1-1-2007.

On 31-12-2006 he will be at Rs 11755/- and on that basic pay with 30% fitment benefit his revised pay has to be fixed at 25800/-, which is 16th year stage in the revised scale NE-11.

He has to be given his normal increment on 1-1-2007 in the revised pay and thereby his basic pay will be Rs 26580/- which is at 17th year stage in the revised pay scale NE-11.

WITH 30% FITMENT ON PAY+78.2% DA

On 31-12-2006 his basic pay will be Rs 11755/- and he will be fixed at Rs 27240/- on 1-1-2007.

On 1-1-2007 again he will be given his due increment in the revised pay and thereby his pay will be Rs Rs 28060/- which will be at 19 year stage in the revised pay scale.

h) **Case of Sri S.Ramakrishna CSS Hyderabad Telecom District A.P HR No.197101235**

- **He can not get the full benefit of the promotion policy in case the span of the NE-12 pay scale is less than 17 years(in any case 18 years is already agreed(with 30% fitment on Pay+68.8% DA)**
- **He can not get full benefit of the promotion policy in case the span of the NE-12 pay scale is less than 18 years (with 30% fitment on Pay+78.2% DA)**

He got Grade-4 promotion(NE-11 scale) on 1-7-2003 and on 31-12-2006 he was at 10775 and drawn increment on 1-1-2007 and on 1-1-2007 he was at Rs 11020/-.

WITH 30% FITMENT ON PAY+68.8% DA

He has to be fixed on 1-1-2007 at Rs 23650/-(from 10775/-) which is at 13th stage in revised scale NE-11.

1-1-2007 add due increment =24360

On completion of 7 years after the promotion on 1-7-2003, he will get promotion to next higher scale(9200-250-13200) as per existing pay scales) on 1-7-1010.

By that time he will draw basic pays as below, in the revised scales:

1-1-2007=24360

1-1-2008=25090

1-1-2009=25850

1-1-2010=26630 (17th year stage in the revised NE-11)

On 1-10-2010 he will get promotion to next higher scale(9200-250-13200 at present) and will get 3% increment and will be fixed at 27430 which will be at 16th year stage in NE-12 revised scale and he has to be given one more increment before his retirement on 30-11-2011. Therefore he will retire with basic pay of Rs 28260/-, which will be at 17th year stage in NE-12 scale.

WITH 30% FITMENT ON PAY+78.2% DA

He has to be fixed on 1-1-2007 at Rs 24970/-(from 10775/-) which is at 12th year stage in revised scale.

1-1-2007 add due increment =25720/-

On completion of 7 years after the promotion on 1-7-2003, he will get promotion to next higher scale(9200-250-13200) as per existing pay scales) on 1-7-1010.

By that time he will draw basic pays as below, in the revised scales:

1-1-2007=25720

1-1-2008=26500/-

1-1-2009=27300/-

1-1-2010=28120(19th year stage in the revised NE-11)

On 1-10-2010 he will get promotion to next higher scale(9200-250-13200 at present) and will get 3% increment and will be fixed at Rs 28970/-in NE-12 revised scale.

He has to be given one more increment on 1-1-2011 before his retirement on 30-11-2011. Therefore he will retire with basic pay of Rs 29840/-, which will be at 18th year stage in NE-12 scale.
