



**BHARAT SANCHAR NIGAM LTD.**  
(A Government of India Enterprise)  
Corporate Office  
Bharat Sanchar Bhawan  
5th Floor, Janpath, New Delhi-110 001

No.1-22/2009-PAT(BSNL)

Dated, the 30-4-2009

**OFFICE ORDER**

**Subject:- Wage Revision in respect of Non-executives w.e.f. 1.1.2007 - Payment of Interest Free Salary Advance.**

The issue of wage revision in respect of Non-executive employees w.e.f. 1.1.2007 is under consideration of the Management of BSNL. Since, it is likely to take some more time before a final decision is arrived at in the matter, it has been decided by the competent authority to pay four months basic pay as an interest free salary advance to Non-executive employees as per following:-

- (i) The full amount of advance will be payable to all Non-executive employees who joined BSNL on or prior to 1.1.2007 and are in service and are borne on the regular establishment of BSNL as on date of issue of this order and drawing pay in IDA pay scale.
- (ii) The basic pay as on 1.1.2009 will be taken into account while calculating the amount of advance equal to four months' basic pay.
- (iii) Those who joined BSNL after 1.1.2007 will be paid the amount calculated on pro-rata basis, for the period they worked as non-executives, out of the period w.e.f. 01.01.2007 to 31.03.2009.
- (iv) Those, who are Non-executive as on 1.1.2007 but cease to be Non-executive due to promotion/ ACP/ up-gradation, may be paid the amount calculated on pro-rata-basis as per calculation of period given in para 1(iii) above. In their case, basic pay of last month of working in non-executive grade if it happens to be earlier than 1.1.2009 will be taken into account for calculating the amount of interest free salary advance.
- (v) The amount of advance is adjustable while making payment of arrears of pay after their pay is finally revised w.e.f. 1.1.2007. For this purpose an undertaking as per annexure may be obtained from concerned non-executive before making the payment of interest free advance.

2. All the concerned units may be directed to ensure that the payment of interest free salary advance is made at the earliest.

Encl: Annexure.

  
(Sheo Shankar Prasad)  
Asstt. General Manager(Pers.V)  
Tel.23037475.

Copy to:-

- 1) PPS to CMD, BSNL, Bharat Sanchar Bhawan, new Delhi.
- 2) PPS to DIR(HRD)/DIR(C&M)/DIR(O)/DIR(P&NS)/DIR(F), BSNL Board.
- 3) All CGMs/All heads of Administrative Units of BSNL.
- 4) All PGMs/GMs, BSNL C.O.
- 5) DGM(CA)/(EF)/(SEA)/(A&E)/(BW)/(Estt)/(Pers)/(SR)/(Restg). BSNL C.O.
- 6) Pay Bill/Cash/L&A/OL Sections, BSNL C.O.
- 7) General Secretary, BSNLEU.
- 8) Guard File.

F.N - 1 - 22 | 2009 - PAT (BSNL)  
dated 30.04.09

**ANNEXURE**

**UNDERTAKING**

The undersigned, hereby, accepts an interest free salary advance willingly against arrears due to me on revision of pay & allowances w.e.f. 01.01.2007.

This interest free advance payment may be adjusted from the arrears that become due to me subsequently on revision of pay and allowances.

Signature.....

Name.....

Designation.....

HRMS Staff NO.....

Date:

Station :

(Signature)