



BHARAT SANCHAR NIGAM LIMITED

CORPORATE OFFICE
(PERSONNEL - I SECTION)

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 11 0001

No.400-146/2011-Pers.I

Dated: Oct 04, 2011

Subject:- Calling of option for Absorption of Group 'A' officers of Indian Telecom Service (ITS)/Telegraph Traffic Service (TTS)/ Telecom Factories Service (TFS)/ General Central Service (GCS) in MTNL/BSNL

Sir,

Attention is invited to the DoT letter No. A-11013/31/2008/Absorption Cell (ITS/TTS/TFS) dated 22.09.11 circulated by SR Cell, BSNL vide their letter No. BSNL/32-1/SR/2011 dated 23.09.2011 on the subject mentioned above.

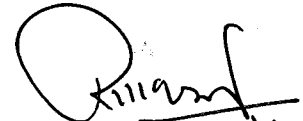
2. The absorption form in quadruplicate alongwith detailed terms and conditions are to be served to the unabsorbed officers in the cadre of ITS/TTS/TFS on time bound basis to enable such un-absorbed officers to exercise their option within 4 weeks time positively.

3. Though, the option forms have already been delived at large to the officers pertaining to BSNL CO, New Delhi, but some of the officers are absent and/or on training/ study leave etc., to whom option forms could not be delivered.

4. As such, officers who are absenting themselves are requested to download the enclosed option forms alongwith detailed terms and conditions so as to submit the same latest by 28.10.2011 positively.

5. The un-absorbed officers, who have retired from BSNL CO, New Delhi including Heads of Circles (CGMs) after 01.10.2000 and have not received the option forms till date, are also requested to download the enclosed option forms from BSNL intranet portal (www.intranet.bsnl.co.in) and submit the same by 28.10.2011 positively.

Encls: As above.


(R K Verma) 4/10/2011

Asstt General Manager (Pers.)

e-mail: adgp1@bsnl.co.in

Mob:09868185192

To

1. All ITS/TTS/GCS Officers (Un-absorbed), BSNL CO, New Delhi.
2. All ITS/TTS/GCS Retired officers (Un-absorbed) from BSNL CO including HOC (CGMs) after 01.10.2000.
3. PGM(SR), BSNL CO, New Delhi.
4. Sr.GM(Pers.)/Addl.GM(Pers)/AGM(Pers.I), BSNL CO, New Delhi
5. O/C.



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL – I SECTION

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-146/2011-Pers.I

Dated: 28th September, 2011.

Subject:-Calling of Option for Absorption of Group 'A' officers of Indian Telecom Service (ITS)/Telegraph Traffic Service (TTS)/Telecom Factories Service (TFS)/General Central Service (GCS) in MTNL/BSNL.

1. Please find enclosed herewith option form (in quadruplicate), along-with-detailed terms and conditions, for exercising option for absorption in BSNL/MTNL, as per DOT letter No.A-11013/31/2008/Absorption Cell (ITS/TTS/TFS) dated 22.09.2011 received through SR Cell, BSNL Corporate Office vide their letter No. BSNL/32-1/SR/2011 dated 23.09.2011.
2. **The Option Form as well as the Terms and conditions of absorption have been put on the website of DoT at www.dot.gov.in.**
3. The option once exercised shall be final and will not be allowed to be withdrawn by the concerned officer at a later stage.
4. Officers not exercising any option as prescribed will be deemed to have opted for Government service. No conditional option shall be accepted and any such offer shall be treated as if the officer has not exercised option for absorption in MTNL/BSNL.
5. DOT will consider the option exercised by Group 'A' officers along with the availability of posts in MTNL/BSNL and the personnel requirement of these organizations and make final allocation of officers to MTNL/BSNL or retention in DOT depending on the organizational needs and public interest. The decision of DOT in this regard shall be final and binding on the officer. MTNL/BSNL would absorb optees as would be allocated by DOT.
6. This letter is not applicable to such Group A officers in respect of whom the absorption process has been stayed by court of law. Even such officers can exercise option, in case they choose to withdraw the court case.
7. It is also clarified that the officers who didn't exercise option earlier or submitted a conditional option in response to DOT letter dated 26.08.2008 would be eligible to exercise option as of now.
8. You are kindly requested to submit the option form duly filled in quadruplicate, within four weeks to the Asstt. General Manager (Pers.I), BSNL Corporate Office, 4th Floor, Bharat Sanchar Bhawan, New Delhi.

Kindly acknowledge the receipt.

Encl: As above.

Sd/-
(R.K. Verma)
Asstt. General Manager (Pers.I)

To

The Secretary to the Govt. of India
 Ministry of Communications & Information Technology
 Department of Telecommunications
 Sanchar Bhawan, 20 Ashoka Road,
 New Delhi-110001

(THROUGH PROPER CHANNEL)

Sub: Option Form for absorption in MTNL/BSNL/retention Government status for Group 'A' Officers

Ref: DOT's letter No.A-11013/31/2008-Absorption Cell (ITS/TTS/TFS) dated 22nd September, 2011

(For ITS/TTS/TFS Group A Officers)

Sir,

With reference to the above letter I am to state that: -

1 I have carefully gone through the terms and conditions of permanent absorption in the regular services of MTNL/BSNL, have understood them and accept the same.

2. My particulars given in the attached pro forma are correct to the best of my knowledge.

3. I hereby opt for permanent absorption in MTNL/BSNL in the following orders of preferences: -

- A i) _____
 ii) _____

OR

B I want to continue in Government Service.

Date.....

Yours faithfully

Signature.....
 Name & Designation.....
 Staff No (Put 'X', if NA).....
 Present Office/Deptt.....
 Circle/Unit/Division.....

Contd.....

Note:

- i) This option form will be filled in quadruplicate
- ii) 1st copy to be acknowledged by an officer not below the grade equivalent of Sr. Time Scale (CDA) as designated by CGM/Unit Head, as the case may be and returned to the optee.
- iii) 2nd copy to go to the service book of the concerned officer.
- iv) 3rd and 4th copies to be sent to Corporate Office of MTNL/BSNL. The Corporate Office shall retain the 3rd copy for their record and forward the 4th copy to the Establishment Division in DOT Headquarters. In the case of deputationists or officers in DOT, the same may follow mutatis mutandis.
- v) Conditional option shall not be accepted.
- vi) If option at 'A' above is indicated, it will be assumed that the officer has opted for absorption.
- vii) If 'A' above is left blank, option as per B above will be assumed.

(TO BE FILLED BY THE CONTROLLING OFFICER)

No.....

Dated.....

The above option form duly completed and signed by the above named officer forwarded for onward transmission to DOT through proper channel for further necessary action. A copy of the form has been returned to the above officer after acknowledgement.

Date.....

Signature.....

Name.....
 Designation
 Office/Deptt.....
 Circle/Unit/Division.....

To

Deptt. of Telecom (Through proper channel as prescribed)

FORM SHOWING THE SERVICE PARTICULAR OF OPTees (From serving as well as retired officers)

(All columns are to be filled up. Wherever not applicable write N/A)

- 1. NAME IN FULL
- 2. MALE/FEMALE
- 3. FATHER'S NAME:
- 4. STAFF NO:
- 5. DATE OF BIRTH:
- 6. DATE OF SUPERANNUATION:
- 7. EDUCATIONAL QUALIFICATION:
- 8. DATE OF FIRST APPOINTMENT
- 9. NAME OF POST/GRADE OF FIRST APPOINTMENT
- 10. NAME OF POST/GRADE PRESENTLY HELD:

Post Dt. of promotion

- A) ON ADHOC OR LOCAL OFFICIATING BASIS:
- B) ON REGULAR BASIS (SUBSTANTIVE GRADE)
- 11. NAME OF POST/GRADE HELD ON 30.9.2000:
- A. ON ADHOC OR LOCAL OFFICIATING BASIS:
- B. ON REGULAR BASIS (SUBSTANTIVE GRADE)

Signature.....
 Name & Designation.....
 Staff No.....
 Present Office.....
 Unit of Posting.....
 Circle/Unit/Division.....

Countersigned by controlling officer
 Signature.....
 Name
 Designation.....
 Date:.....

Verified by AO (Pay)

Certified that particulars given by the officer concerned have been verified from the service book and found correct.

Signature.....
Name.....

No.A-11013/31/2008-Absorption Cell (ITS/TTS/TFS)
 Ministry of Communications & Information Technology
 Department of Telecommunications
 Sanchar Bhawan, 20 Ashoka Road,
 New Delhi-110001

**GENERAL TERMS AND CONDITIONS FOR EXERCISING OPTION FOR
 ABSORPTION IN MTNL/BSNL BY GROUP A OFFICERS**

Sub: Calling of Option for Absorption of Group 'A' Officers of Indian Telecom Service (ITS), Telegraph Traffic Service (TTS) and Telecom Factories Service (TFS) in MTNL/BSNL.

Option of Officers for Absorption in MTNL/BSNL:

1. The option can be exercised by Group A officers belonging to Indian Telecom Service (ITS), Telegraph Traffic Service (TTS) and Telecom Factories Service (TFS) as were borne on the regular establishment and who were transferred to MTNL/BSNL on deemed deputation basis as well as from those working in DoT and those on deputation with organizations other than BSNL and MTNL and who were on the roles of DoT/DTS/DTO as on 30.9.2000.

1.1 Group A officers of ITS/TTS/TFS appointed after 01.10.2000 are also permitted to exercise their option for absorption in BSNL/MTNL for being considered by Allocation Committee. Absorption in these cases, if approved, will be effective from the date of appointment of the officers in the service.

2. The option once exercised shall be final and will not be allowed to be withdrawn by the concerned officer at a later stage. No officer shall give any conditional option.

3. Absorption of officers facing disciplinary/vigilance cases will be decided by the "Allocation Committee" consisting of Member (Services) as Chairman, Member (Finance) and Additional Secretary (T) as its members. The Establishment Division of the DoT will service the Allocation Committee.

Allocation/Absorption orders:

4. DoT will consider the option given by Group 'A' officers along with the availability of posts in MTNL/BSNL and the personnel requirement of these organizations and make final allocation of officers to MTNL or BSNL or retention in DoT depending on the organizational needs and public interest. While ordinarily officers will be absorbed in BSNL/MTNL as per their first choice, it is possible that other considerations such as working strength, seniority, etc., may come into play. The decision of DOT in this regard shall be final and binding on the officer. MTNL/BSNL would absorb optees as would be allocated by DoT.

5. The effective date of absorption will be 1.10.2000 for those appointed prior to 1.10.2000.

6. **Changeover to IDA Pay scale:**

6.1 On absorption, pay of Group 'A' officers shall be fixed in IDA pay scales. However, such officers will have an option to retain Government pay scale, i.e. CDA pay scale till their promotion or retirement, whichever is earlier.

6.2 The IDA pay scales will be effective from 1.10.2000 except in the case of officers opting for Government pay scale i.e. CDA pay scale till their promotion or retirement, whichever is earlier.

6.3 On absorption, the corresponding IDA pay scales in MTNL/BSNL would be as under:

FOR MTNL

Sl.No.	Existing CDA pay scale	Corresponding IDA pay scale
1.	22400-525-24500	25000-650-30200
2.	18400-500-22400	23750-600-28550
3.	14300-400-18300	18500-450-23900(E7)
4.	12000-375-16500	17500-400-22300(E6)
5.	10000-325-15200	16000-400-20800(E5)
6.	8000-275-13500	14500-350-18700 (E4)

FOR BSNL

Sl.No.	Existing CDA pay scale	Corresponding IDA pay scale
1.	22400-525-24500	25000-650-30200
2.	18400-500-22400	23750-600-28550
3.	14300-400-18300	18500-450-23900
4.	12000-375-16500	16000-400-20800
5.	10000-325-15200	14500-350-18700
6.	8000-275-13500	13000-350-18250

The highest available IDA pay scale both in MTNL/BSNL is Rs.25000-650-30200/-.

Pay Fitment

6.4 The absorption shall be in the substantive grade as on 1.10.2000.

6.5 The fitment based on point-to-point method from existing CDA scales to corresponding IDA scales shall be done after absorption in MTNL/BSNL. The basic pay of the executives as on 01/10/2000 in the IDA pay scales would be fixed at the stage corresponding to the stage which they had reached under CDA pay scale on 30/09/2000 i.e. pay fixation will be on point to point basis.

6.5.1 In BSNL, in case of executives in the pay scale of Rs. 12000-375-16500 (CDA), their pay is to be initially fixed at 2 stages above the minimum and point to point fixation for corresponding increments in CDA pay scale will be allowed.

6.6 The normal date of Annual Increment will remain unchanged. The executives, whose pay is fixed in IDA scale as above will continue to draw annual increment on the normal date he would have drawn increment had he continued in the CDA pay scale, if otherwise due/admissible.

6.6.1 The officers placed in BSNL/MTNL in the pay scale of Rs. 25000-650-30200/- who reach the maximum of their pay scales, will be entitled to stagnation increments.

6.7 The pay of the executives who are officiating in higher grade on or before 01/10/2000 will be fixed in substantive/regular grade as on 1.10.2000. However, where an ad hoc promotion ordered prior to 01.10.2000 is followed by regular promotion without break prior to close of option date, point to point fitment from CDA to IDA scale as on 01.10.2000 shall be allowed in the scale held by the officer on ad hoc basis as on 01.10.2000. This stipulation of point-to-point fitment is only for the purpose of and with reference to fixation of pay in IDA pay scale and the pay fixation will not be construed as bestowing any seniority on this account.

Special Allowance

7. In supersession of the provision of Special Allowance as indicated in the consolidated general terms and conditions for absorption of Group A officers in MTNL/BSNL issued vide letter No.A-11013/1/2005-Admn.II/Abs.Cell dated 4th October, 2005, where increase in the emoluments (Pay + DA) of an officer on absorption in BSNL/MTNL in the IDA pay scale on 1.10.2000 is less than 36% over and above the emoluments (Pay + DA) in the CDA pay scale as calculated by the mid-stage, the difference will be paid as "Special Allowance" (SA) per month with effect from 1.10.2000. This will be subject to a ceiling of Rs.6000/- (Rupees Six Thousand) per month and also subject to the 50% ceiling on perks and allowances prescribed by DPE.

7.1 For absorbees exercising option for Government pay scale i.e CDA pay scale till their promotion or retirement, whichever is earlier, the calculation of Special Allowance will be made from the date they switch over to IDA pay scale.

7.2 On promotion from one IDA pay scale to another IDA pay scale, the officer concerned will carry his Special Allowance (originally fixed) subject to the condition that SA together with perquisites and other allowances should not exceed 50% of the IDA emoluments in the promotion post.

7.2.1 Officers shall have an option for encashment of full SA based on the commutation formula as prescribed in CCS (Pension) Rules, 1972 during service or it will be paid on cessation of BSNL/MTNL service. In the event of encashment of SA by serving absorbed officer no future payment of SA will be made. There shall be no link between SA and terminal benefits payable in terms of CCS (Pension) Rules. SA shall not form part of the future pay revision and shall continue as per the above scheme. The aforesaid option for encashment of SA is permitted provided the BSNL and MTNL ensure that the amount of SA, despite its being encashed, is factored in while working out the 50% ceiling on perks and allowances prescribed by DPE in each case.

Position Allowance

8. Advisor grade officers shall be fitted in the highest available IDA scale with an additional monthly 'Position Allowance' of Rs.2500/-. The said allowance along with Special Allowance is, however, subject to the 50% ceiling on perks and allowances as prescribed by DPE. However, Advisor grade officers opting Government pay scale i.e CDA pay scale till their promotion or retirement, whichever is earlier, will not be entitled to Position Allowance till they switch over to IDA pay scale.

Compensatory payments

9. Any payment already made to Group 'A' Officers by MTNL/BSNL pending absorption (like compensatory or ad hoc or advance amounts etc. like Rs.2750/pm in BSNL and Rs.3000 pm in MTNL) shall be adjusted on fixation of pay in IDA pay scale and payments towards Special Allowance. Amount, if any, remaining unadjusted from the available increase in IDA emoluments including Special Allowance will not be recovered.

9.1 There shall also not be any recovery on this account from the absorbed officers who draw Government pay scales i.e CDA pay scales till their promotion or retirement, whichever is earlier or from the non-absorbees (i.e. officers who want to continue in Govt. service).

HRA, CCA and other Perquisites

10. HRA, CCA and other perquisites will be regulated as per the DPE guidelines (i.e. ceiling on perquisites and allowances) for IDA pay scale employees.

10.1 No recovery of HRA paid in the past shall be made.

Estate Pool Accommodation:

11. Absorbed officers will be allowed to retain the Estate Pool Residential Quarters for two years from the date of issue of final allocation orders.

Payment of Pension:

12. Pensionary benefits to the employees on their absorption will be regulated as per the provisions of Rule 37-A of CCS (Pension) Rules, 1972, as amended from time to time.

Productivity Linked Incentive (PLI)

13. On absorption in MTNL/BSNL, Group A officers shall be entitled for PLI, as per the PSU Rules. Non-optees or optees for Government service will not be entitled to PLI.

Inter-se-seniority

14. The inter-se-seniority within the respective cadres between the officers of Group B stream promoted to Group A and the Group A officers recruited directly shall be the same as was prevailing in DOT as on 1.10.2000 (effective date of absorption).

14.1 Decisions regarding alteration in the seniority list made by DoT after 01.10.2000 and till the issue of Presidential Orders, which have been conveyed to MTNL and BSNL from time to time, will be honoured by them.

Promotion

15. The effective date of absorption for Group A officers shall remain as 1.10.2000. Any ad hoc/regular promotions made in the Government after 01.10.2000 upto issue of Presidential Order, shall be carried forward by the respective PSU and the pay fixation will be accordingly allowed. However, after issue of Presidential

Order for absorption, any ad hoc/local officiating arrangement shall be at the discretion of the respective PSU.

Insurance Scheme

16. Absorbed officers would be governed by the MTNL/BSNL Insurance Schemes.

Age of Superannuation

17. Age of Superannuation shall be regulated in accordance with the Rules applicable to PSUs. Presently the superannuation age in PSUs is 60 years.

Leave

18. The officers will be governed by the Government Leave rules till issue of final allocation order and the Earned Leave and Half Pay Leave at their credit shall stand transferred to MTNL/BSNL on the date of absorption as provided for under Sub-rule 24(b) of Rule 37A of the CCS (Pension) Rules.

Medical Benefits

19. The medical facilities would be extended by MTNL/BSNL according to the schemes issued by respective PSUs in accordance with the rules applicable to PSUs, after the final allocation/absorption orders are issued.

GPF

20. In the cases of officers who opt for pensionary benefits on the basis of combined service under the Government and the PSU, the amount of subscription together with interest thereon at their credit in the GPF account shall be transferred to his/her new Provident Fund Account under MTNL/BSNL as provided for under Sub-rule 24 (a) of Rule 37 A of the CCS (Pension) Rules, as amended from time to time.

20.1 In the cases of officers who opt for pro rata pensionary benefits, the amount of subscription together with interest thereon at their credit in the GPF account shall be transferred to his/her Contributory Provident Fund (CPF) Account under MTNL/BSNL.

Incidental Matters

21. Wherever BSNL/MTNL do not have their own service conditions/rules, the existing rules of the govt. shall apply mutatis mutandis till such time BSNL/MTNL frame their own rules.

21.1 Absorbed officers in BSNL/MTNL shall be considered for selection for the post of Members in the Telecom Commission, TRAI, TDSAT and other telecom related bodies; for deputation to the Government/PSUs and for foreign assignments such as ITU, APT, etc. where eligible.

Signature.....

Name of the Officer.....