

## 2. TERMS OF SETTLEMENT

- 2.1 This settlement will be applicable to non-executives who were on the rolls of BSNL as on 1.1.2007 including those non-executives who are presently drawing executive pay scales due to grant of ACP. It will also be applicable to non-executives who have subsequently joined the Company. The non-executives drawing executive pay scales on adhoc/officiating basis, according to post based promotion, will be eligible for perks and allowances as per the rates given to executives for the period of such adhoc/officiating arrangement.
- 2.2 Wages under this settlement shall be effective from 1<sup>st</sup> January 2007. The staff side had demanded five years periodicity of wage revision whereas the management side offered periodicity of ten years. After detailed discussion it was finally agreed that duration of wage revision of non-executives will be co-terminus with that of executive employees of BSNL.

## 3. WAGE STRUCTURE

### 3.1 Scales of Pay for Non-executives

Sl. No.	Grade	Existing IDA pay scales(Rs.)	Recommended pay scales(Rs.)
1	NE1	4000-120-5800	7760-13320
2	NE2	4060-125-5935	7840-14700
3	NE3	4100-125-5975	7900-14880
4	NE4	4250-130/5200	8150-15340
5	NE5	4550-140-6650	8700-16840
6	NE6	4720-150-6970	9020-17430
7	NE7	5700-160-8100	10900-20400
8	NE8	6550-185-9325	12520-23440
9	NE9	7100-200-10100	13600-25420
10	NE10	7800-225-11175	14900-27850
11	NE11	8570-245-12245	16370-30630

*Handwritten notes and signatures:*  
- C. N. Yambur  
8/1/11  
15/1/11  
2/15/11