



हिन्दी का मान : राष्ट्र का सम्मान

J.S. Deepak
Joint Secretary
Tel: 23717411
Fax: 23372049

भारत सरकार
संचार और सूचना प्रौद्योगिकी मंत्रालय
दूरसंचार विभाग
संचार भवन, 20, अशोक रोड
नई दिल्ली-110 001
Government of India
Ministry of Communications & IT
Department of Telecommunications
Sanchar Bhawan, 20 Ashok Road
New Delhi-110 001
WEBSITE : www.dotindia.com
www.investindiatelecom.com

D.O. No. 11013/1/2005-Admn.II/Absorption Cell
Dated 29th September 2008

Dear

1. Kindly refer to your D.O. letter No. BSNL/32-1/SR/2008 dated the 13th September 2008 addressed to Secretary (Telecom) regarding this Department's letter No. A-11013/1/2005-Admn.II/Abs.Cell (ITS/TTS/TFS, GCS, IP&T A&FS, P&T BWS) dated 26.08.2008 seeking option from Group A officers for their absorption in BSNL/MTNL.
2. On consideration of the matter as requested, issues at Sl. 1,2,3,6 (subject to a condition) and 9 in Annexure-I to your letter dated 13.09.2008, have been agreed to and a revised Annexure-III i.e. General Terms and Conditions for exercising option by Group A officers for absorption in MTNL/BSNL to this Department's above-quoted letter dated 26.08.2008, has been issued. A copy of the same is enclosed for your kind perusal.
3. Issues/demands at Sl. 4,5,7 and 8 could not be agreed to on account of their being respectively violative of the Cabinet decision, decidedly advantageous to large number of officers drawing less than middle of the CDA pay scale, not relevant to absorption issue and violative of Rule 48-A (6)(b) of the CCS(Pension) Rules, 1972. Issues at Sl. 10 and 11 need no clarification respectively in view of sub rule 21 of Rule 37-A of CCS (Pension) Rules, 1972, which stipulates that pensionary benefits including Family Pension shall be paid by the Government to BSNL employees and in view of the fact that the reference in para 18 of DoT letter dated 26.08.2008 is to the incentives/benefits already stated in Annexure-III to the option letter dated 26.08.2008 exception the option to retain government pay scale i.e. CDA pay scale till their promotion/retirement (whichever is earlier). Besides, it has not been possible to agree to the opinion expressed by BSNL HR Branches dealing with Civil/Electrical/Architecture/Finance Wing in view of a specific Cabinet decision.

Contd.....2/-

4. I shall be grateful if you could kindly ensure that the above decisions are brought to the notice of all concerned officers including those in field formations under intimation to me.

Yours sincerely,

Sd/-
(J.S. Deepak)

**Shri Kuldeep Goyal
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
Bharat Sanchar Bhawan,
Janpath,
NEW DELHI**

Copy with a copy each of above-quoted letter dated 13.09.2008 and the revised Annexure-III **for similar action** to:-

- (i) Secretary, DoP/CMD, MTNL/Sr.DDG(BW), DoT/DDG (Establishment), DoT/DDG(FEB), DoT
- (ii) DDG(C&A) with the request that the contents of the above-quoted letter dated 13.09.2008 and revised Annexure-III may be posted on the website of DoT at www.dot.gov.in


(J.S. Deepak)

भारत संचार भवन, हरीश चन्द्र माथुर लेन,
जनपथ, नई दिल्ली-110001
दूरभाष : ४४२ : 91-11-23372424 फैक्स : 91-11-23372444
e-mail : cmdbsnl@bsnl.co.in

Bharat Sanchar Bhawan, H.C. Mathur Lane,
Janpath, New Delhi-110001
Tel : (O) 91-11-23372424 Fax : 91-11-23372444
e-mail : cmdbsnl@bsnl.co.in



11074
भारत संचार निगम लिमिटेड

(भारत सरकार का उद्यम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

कुलदीप गोयल

अध्यक्ष एवं प्रबंध निदेशक

Kuldeep Goyal

Chairman & Managing Director

D.O. No. BSNL/32-1/SR/2008
Dated the 13th September, 2008.

Respected Sir,

Reference is invited to DoT letter dated 26th August, 2008 seeking option from Group 'A' officers for their absorption in BSNL/MTNL. It is observed that some of the incentives/benefits offered by DoT vide earlier letter dated 04.10.2005 are missing in the present letter, as indicated at the Annexure-I. As per para 18 of the absorption letter dated August 26, 2008, this letter does not re-open the absorption process in case of already absorbed Group 'A' officers except for the purpose of incentives/benefits stated in the general Terms & conditions for absorption. It also implies that the incentives/benefits which were earlier extended to absorbed officers cannot be downgraded but only be improved with the new offer letter. yes.

Further observations on the new absorption offer have been received from the HR Branches dealing with Civil, Electrical, Architecture and Finance Wings. The same are also enclosed at Annexure-II. They have expressed their opinion that the present option should be made open to all the officers including those who have exercised their option earlier for absorption and not only for those who have exercised their option either willingly or by default for retention in DoT.

You are requested to kindly look into the matter so that issues mentioned are resolved at the earliest.

With profound regards,

Encl: As above.

Yours sincerely,

(Kuldeep Goyal)

Shri Siddhartha Behura,
Secretary,
Department of Telecom,
Ministry of Communications & IT,
Sanchar Bhawan,
New Delhi-110001.

Degradation in Absorption Offer

S. No.	Feature of absorption Offer which is degraded	Ref para in absorption offer dated 04.10.2005 & 28.08.2008
1.	Offer of absorption to officers of ITS Group A and P&T Building Works (Group A) Services appointed after 1.10.2000 in whose case appointment letter indicated that they will be given option for absorption in BSNL/MTNL, has been withdrawn.	Para (5) of 2005 and no clause in the offer of 2008.
2.	In case of pay scale of Rs. 12000-375-16500 (CDA), the pay was to be initially fixed at 2 stages above the minimum and point to point fixation for corresponding increments in CDA pay scale was allowed in earlier absorption offer. This has been withdrawn.	Para 11(ii) of 2005 and para 6.5 of 2008
3.	The officers placed in BSNL/MTNL in the pay scale of Rs.25000-650-30200/- who reach the maximum of their pay scales was made entitled to stagnation increments. This has been withdrawn.	Para 11(iv) of 2005 and no clause in the offer of 2008
4.	Difference between emoluments of an officer on absorption in BSNL/MTNL in the IDA pay scale and the amount of emoluments equalling 25% over and above the emoluments in the CDA pay scale was offered to be paid as "Special Allowance" (SA) per month (subject to a ceiling of Rs. Six thousand (6,000/-) pm) with effect from 1.10.2000 and was enhanced annually at 5% p.a. over the amount of previous year with effect from 1.10.2001 onwards. This annual enhancement has been withdrawn.	Para 12(i) of 2005 and para 7 of 2008
5.	The SA is calculated at mid range of pay scale instead of actual pay, which is disadvantageous to officers drawing pay higher than middle of pay scale.	Para 12(i) of 2005.
6.	Option for encashment of full SA based on the commutation formula as prescribed in CCS (Pension) Rules, 1972 has been withdrawn.	Para 12(iii) of 2005.
7.	Permission for formation of separate Service Association of absorbed Group A officers in BSNL and in MTNL has been withdrawn.	Para 16 of 2005 and no such clause in the offer of 2008.
8.	Benefit of additional 5 years of qualifying service available to those absorbed officers who seek voluntary retirement from BSNL/ MTNL on completion of 20 years of combined service, as per the provisions of Rule 48-A and Rule 48-B of CCS(Pension) Rules, 1972 is withdrawn. Though with the implementation of	Para 18(iii) of 2005 and no such clause in the offer of 2008.

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Col Secy
Advantageous
to those
drawing
less →

Absorption?

In respect
of retirees ←

	sixth pay commission report, this provision becomes irrelevant, those officers who would have retired prior to 1.1.06 have been denied this benefit in case they desire to opt for BSNL/MTNL.	
9.	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 was to be the same as was prevailing in DOT as on 1.10.2000 (effective date of absorption) subject to any alteration in the seniority list made by DOT after 1.10.2000 till the Presidential Order for absorption was issued. The provision for protection of alteration in seniority list made by DoT after 1.10.2000 has been withdrawn.	Para 19 of 2005 and para 14 of 2008.
10.	Clarification should be issued by DOT regarding full liability of Government for all the pensionary benefits to the absorbers	
11.	Para 18 of DOT letter dated 26.8.2008 also mentions about incentives benefits, but these have not been clearly defined in the document. This needs to be clearly defined.	

Annexure-II

1077

BHARAT SANCHAR NIGAM LTD
(A Govt. Of India Enterprise)
(BW Unit: Corporate Office)

10th Floor, Chandralok Bldg., 36 Janpath, N Delhi 110001

No. 10-15/2008-AD (E N-III)/Pt.

Dated :05.09.2008.

To,
The DDG (SR)
BSNLC.O.

Sub:- Absorption of Group 'A' officers in BSNL- Terms and condition thereof- comparison with earlier terms and condition -regarding.

Your reference. No.BSNL/32-1/SR/2008 dated 4.9.08

In reference to a above letter, kindly find enclosed the requisite information as desired vide your above referred letter

Sr. DDG (BW)
BSNLC.O

1106/5A/08
2/9/08

ADG (SR-1)

B-9

1-113 P.002/003 P-300
1478

Annexure A

1. As per Para 2 of Option form issued on 4.10.2005, it states that "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. Conditional option shall be treated as a non option. Non option shall be treated as option for government service".

As per Para 3, "Those officers that do not opt (including those who have given conditional option) shall be deemed to have opted for government service.

In reference to the above conditions, kindly intimate the category of officers who are now eligible for exercising the option.

2. As the new option form dated 26.8.08 there has been major changes in the conditions of the option form, some of the changes are enumerated below.

(i) Para 1 (ix) of the option form dated 4.10.05 reads as under, Any payment made to group 'A' officers by MTNL/BSNL pending absorption and implementation of IDA pay scales (Like compensatory or adhoc or advance amounts etc like Rs2750/- in BSNL and Rs. 3000/- in MTNL) would be recovered on fixation of pay in IDA scale. **It will also be recovered from non optees (i.e officers who want to continue in Govt. service or do not give any option at all.**

As per option form dated 26.8.08, para 9.1. of general terms and condition **Thee shall not be any recovery on this account from the absorbed officers who draw Govt. pay scale i.e CDA pay scale till there promotion or retirement, whichever is earlier or from the non absorbees (i.e. officers who want to continues In Govt. services.**

This means there will not be any recovery from officers who want to continue in Govt. Service i.e. in DoT. **From 01.10.2000 (effective date of absorption) to till date i.e. 01.09.2008, total compensatory amount comes out to be of Rs. 2,85,000. This is a loss for officers who have given option for PSU and gain for officers who will give option for DoT.**

(ii). **Change in SA conditions:-** Already mentioned in point no 4 of Annexure attached with letter no BSNL/32-1/SR/2008 dated 4.9.08

(iii). For absorbed officers, option of continuing in CDA scale till next promotion is already withdrawn as per S.No. 18 page no. 4 of option dated 26.08.2008.

"However such (absorbed) officers will not be allowed on option to retain government pay scale i.e. CDA pay scale till their promotion /

retirement (whichever is earlier) as per 4 of Dept. of Pension and Pensioners Welfare O.M. 4/18/87-P&F'W(D) dated 5th July 1989."

With above condition in fact recovery of Rs.3000/- or Rs.2750/- will be from date of issue of Presidential Order for absorbed officers of MTNL/BSNL and not from till next promotion

In view of above major changes in the condition option should be made open to all the officers who had exercised their option as per the terms and condition of letter dated 4.10.05

3. As per option form dated 4.10.05, para 5, officer who are Gr.'B' as on 1.10.2000 and who became Gr.'A' later and were given a chance to exercise their option for absorption as Gr.'B' but did not opt as per the provisions of offer for absorption of Gr.'B' officer in MTNL/BSNL, may also exercise their option by the stipulated last date for absorption.
Such category of officers has not been included in current offer dated 26.8.08
4. As per Para 18 of option letter dated 26.8.08, it states that
This letter does not reopen the absorption process in case of already absorbed Gr.'A' officer except for the purposes of incentives/ benefits stated in the general terms and condition of the absorption.....
 - (a) Whether already absorbed officers have a choice to exercise the option for availing benefits /incentives as per letter dated 26.8.08 or to continue as the terms and condition of letter dated 4.10.05?
 - (b) Whether the terms and condition which are detrimental in the option form dated 26.8.08 when compared to option letter dated 4.10.05 shall be applicable automatically to the officers who have already exercised their option?
 - (c) Whether the incentive include positional(i.e. promotional, seniority/ inter-se- seniority etc) incentives also.
 - (d) In the case of officer who has not opted for BSNL/MTNL against the offer dated 4.10.2005 and has been subsequently promoted by DOT in the next higher grade after 2005 and now opts for BSNL/MTNL, where his seniors are on 1.10.2000(even as on 10/2005) and absorbed in BSNL/MTNL have not been promoted in BSNL/MTNL. How the seniority of such officers shall be fixed.
5. In March 2005 letter no Do no 1-45/2003-B dated 15.03.05, it was clarified by Secretary DOT that pension liability of all the absorbed officers shall be of Govt. of India, the same was endorsed in option letter dated 4.10.2005 vide Para no 26. Subsequent to absorption of officers in 2005, certain administrative amendments were issued, diluting the above commitments retrospectively.
Clarification should be issued by DOT regarding full liability of Govt. for all the pensionary benefit to the absorber's.

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BHARAT SANCHAR NIGAM LIMITED
 (A Government of India Enterprise)
 (ELECTRICAL WING)

Corporate office, Electrical wing,
 Chandelok building Janpath New
 Delhi



BHARAT SANCHAR NIGAM LTD.
 Connecting India

The DDG (SR)
 BSNLC.O.

No:-1-1/EW/2008

Dated:-5.9.08

Sub:- Absorption of Group 'A' officers in BSNL- Terms and condition thereof- comparision with earlier terms and condition -regarding.
 Your reference. No.BSNL/32-1/SR/2008 dated 4.9.08

2107/SX/108
 8/9/08

In reference to above letter, kindly find enclosed the requisite information as desired vide your above referred letter

[Signature]
 Sr. DDG(Elect)
 BSNLC.O 5/9/08

ADG (SR)

[Signature]

(108)
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In addition to the conditions mentioned in Annexure attached to your letter No. BSNL/32-1/SR/2008 dated 4.9.08, following points are brought to your kind notice for further necessary action

1. As per Para 2 of Option form issued on 4.10.2005, it states that "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. Conditional option shall be treated as a non option. Non option shall be treated as option for government service".
As per Para 3, "Those officers that do not opt (including those who have given conditional option) shall be deemed to have opted for government service.

In reference to the above conditions, kindly intimate the category of officers who are now eligible for exercising the option.

2. As the new option form dated 26.8.08 there has been major changes in the conditions of the option form, some of the changes are enumerated below.

(i) As per option form dated 4.10.05, Para 11(ix)

Any payment made to group 'A' officers by MTNL/BSNL pending absorption and implementation of IDA pay scales(Like compensatory or adhoc or advance amounts etc like Rs2750/- In BSNL and Rs. 3000/- in MTNL) would be recovered on fixation of pay in IDA scale. It will also be recovered from non optees (i.e. officers who want to continue in Govt. service or do not give any option at all.

As per option form dated 26.8.08, Para 9.1. of general terms and condition


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

This means there will not be any recovery from officers who want to continue in Govt. Service i.e. in DoT. From 01.10.2000 (effective date of absorption) to till date i.e. 01.09.2008, total compensatory amount comes out to be of Rs. 2,85,000. This is a loss for officers who have given option for PSU and gain for officers who will give option for DoT.

(ii). **Change In SA conditions:-** Already mentioned in point no 4 of Annexure attached with letter no BSNL/32-1/SR/2008 dated 4.9.08

(iii). For absorbed officers, option of continuing in CDA scale till next promotion is already withdrawn as per S.No. 18 page no. 4 of option dated 26.08.2008.

"However such (absorbed) officers will not be allowed on option to retain government pay scale i.e. CDA pay scale till their promotion / retirement (whichever is earlier) as per 4 of Dept. of Pension and Pensioners Welfare O.M. 4/18/87-P&PW(D) dated 5th July 1989."


5/9/08

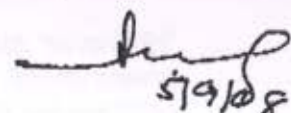
With above condition in fact recovery of Rs.3000/- or Rs.2750/- will be from date of issue of Presidential Order for absorbed officers of MTNL/BSNL and not from till next promotion

In view of above major changes in the condition option should be made open to all the officers who had exercised their option as per the terms and condition of letter dated 4.10.05

3. As per option form dated 4.10.05, para 5, Officer who are Gr.'B' as on 1.10.2000 and who became Gr'A' latter and were given a chance to exercise their option for absorption as Gr 'B' but did not opt as per the provisions of offer for absorption of Gr. 'B' officer in MTNL/BSNL, may also exercise their option by the stipulated last date for absorption.
Such category of officers has not been included in current offer dated 26.8.08
4. As per Para 18 of option letter dated 26.8.08, it states that This letter does not reopen the absorption process in case of already absorbed Gr.'A' officer except for the purposes of incentives/ benefits stated in the general terms and condition of the absorption.....
- (a) Whether already absorbed officers have a choice to exercise the option for availing benefits /incentives as per letter dated 26.8.08 or to continue as the terms and condition of letter dated 4.10.05 ?
- (b) Whether the terms and condition which are degraded in the option form dated 26.8.08 when compared to option letter dated 4.10.05 shall be applicable automatically to the officers who have already exercised their option.?
- (c) Whether the incentive include positional(i.e. promotional, seniority/ inter-se- seneriority etc) incentives also.
- (d) In the case of officer who has not opted for BSNL/MTNL against the offer dated 4.10.2005 and has been subsequently promoted by DOT in the next higher grade after 2005 and now opts for BSNL/MTNL, where his seniors as on 1.10.2000(even as on 10/2005) and absorbed in BSNL/MTNL have not been promoted in BSNL/MTNL . How the seniority of such officers shall be fixed.

5. In march 2005 letter no Do no 1-45/2003-B dated 15.03.05, it was clarified by Secretary DOT that pension liability of all the absorbed officers shall be of Govt. of India, the same was endorsed in option letter dated 4.10.2005 vide Para no 26. Subsequent to absorption of officers in 2005, certain administrative amendments was issued, diluting the above commitments retrospectively.

Clarification should be issued by DOT regarding full liability of Govt. for all the pensionary benefit to the absorbee's.


5/9/08

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BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)
(ARCHITECTURAL WING)

Corporate office , Chandelok
building Janpath New Delhi



BHARAT SANCHAR NIGAM LTD.

Connecting India

The DDG (SR)
BSNLC.O.

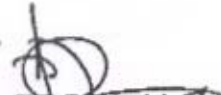
No:-106-7/2005-Arch

Dated:-5.9.08

Sub:- Absorption of Group 'A' officers in BSNL- Terms and condition thereof- comparison with earlier terms and condition -regarding. Your reference. No.BSNL/32-1/SR/2008 dated 4.9.08

108/SA/08
8/9/08

In reference to above letter, kindly find enclosed the requisite information as desired vide your above referred letter


Sr. DDG(Arch) 5/9
BSNLC.O

① 1284

In addition to the conditions mentioned in Annexure attached to your letter No. BSNL/32-1/SR/2008 dated 4.9.08, following points are brought to your kind notice for further necessary action

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As per option form dated 26.8.08, Para 9.1. of general terms and condition There shall not be any recovery on this account from the absorbed officers who draw Govt. pay scale i.e. CDA pay scale till there promotion or retirement , whichever is earlier or from the non absorbees (i.e. officers who want to continues in Govt. services.

This means there will not be any recovery from officers who want to continue in Govt. Service i.e. in DoT. From 01.10.2000 (effective date of absorption) to till date i.e. 01.09.2008, total compensatory amount comes out to be of Rs. 2,85,000. This is a loss for officers who have given option for PSU and gain for officers who will give option for DoT.

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"However such (absorbed) officers will not be allowed on option to retain government pay scale i.e. CDA pay scale till their promotion / retirement (whichever is earlier) as per 4 of Dept. of Pension and Pensioners Welfare O.M. 4/18/87-P&PW(D) dated 5th July 1989."


2000 10100 11100 10000

②

With above condition in fact recovery of Rs.3000/- or Rs.2750/- will be from date of issue of Presidential Order for absorbed officers of MTNL/BSNL and not from till next promotion

In view of above major changes in the condition option should be made open to all the officers who had exercised their option as per the terms and condition of letter dated 4.10.05

3. As per option form dated 4.10.05, para 5, Officer who are Gr.'B' as on 1.10.2000 and who became Gr'A' latter and were given a chance to excise their option for absorption as Gr "B' but did not opt as per the provisions of offer for absorption of Gr. 'B' officer in MTNL/BSNL, may also excise their option by the stipulated last date for absorption.
Such category of officers has not been included in current offer dated 26.8.08
4. As per Para 18 of option letter dated 26.8.08, it states that This letter does not reopen the absorption process in case of already absorbed Gr.'A' officer except for the purposes of incentives/ benefits stated in the general terms and condition of the absorption.....
- (a) Whether already absorbed officers have a choice to excise the option for availing benefits /incentives as per letter dated 26.8.08 or to continue as the terms and condition of letter dated 4.10.05 ?
 - (b) Whether the terms and condition which are degraded in the option form dated 26.8.08 when compared to option letter dated 4.10.05 shall be applicable automatically to the officers who have already exercised their option.?
 - (c) Whether the incentive include positional(i.e. promotional, seniority/ inter- seneriority etc) incentives also.
 - (d) In the case of officer who has not opted for BSNL/MTNL against the offer dated 4.10.2005 and has been subsequently promoted by DOT in the next higher grade after 2005 and now opts for BSNL/MTNL, where his seniors as on 1.10.2000(even as on 10/2005) and absorbed in BSNL/MTNL have not been promoted in BSNL/MTNL . How the seniority of such officers shall be fixed.
5. In march 2005 letter no Do no 1-45/2003-B dated 15.03.05, It was clarified by Secretary DOT that pension liability of all the absorbed officers shall be of Govt. of India, the same was endorsed in option letter dated 4.10.2005 vide Para no 26. Subsequent to absorption of officers in 2005, certain administrative amendments was issued, diluting the above commitments retrospectively.
Clarification should be issued by DOT regarding full liability of Govt. for all the pensionary benefit to the absorbee's.


BHARAT SANCHAR NIGAM LTD.
 (A Govt of India Enterprise)

SEA Section,
 Corporate Office,
 7th Floor,
 Bharat Sanchar Bhawan,
 Harish Chander Mathur Lane
 Janpath, New Delhi- 11 0001.

Tele: 011-23037486
 Fax: 011-23766002, 23734388

No: 14-30/2008-SEA-BSNL

Dated: 05.09.2008

To
 ✓ DDG (SR)
 BSNL CO, New Delhi

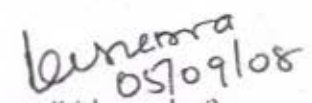
Sub: Absorption of Group "A" officers in BSNL - Terms & Conditions thereof - comparison with the earlier terms and conditions - regarding

Sir,

The undersigned is directed to draw your kind attention to your letter no. 32-1/SR/2008 dated 04.09.2008 on the subject mentioned above and to intimate the following

1. The terms and conditions of the new offer have been modified, in so far as new pay scale has been introduced for NFSG. However, the provision of para 4 of DoP&PW O M No 4/18/87-P&PW (D) dated 05.07.89 provided vide clause 11 (vii) of previous offer have been specifically denied to the already absorbed officers vide clause 18 of No.A-11013/1/2005-Admn.II/Absorption Cell (IP&T A&FS) dated 26.08.2008. If any conditions are modified and subsequent opportunity is not afforded to all on equitable basis, it may lead to a situation where a distinction would be made based on the absorption offer, i.e. new or old, and may be to a disadvantage of the officers who have already exercised the option as per earlier offer.
2. Clauses 2 & 3 of the previous offer provided that non option or conditional option was deemed to have been an option for the government service. Now the current offer has been opened not only to the category of officers for whom the status of option was deemed but also for those who had opted clearly for government service, and have been subsequently given regular promotions by the government considering the eligibility/ seniority list to the exclusion of officers who had already been absorbed in BSNL. This may lead to an anomalous situation where the clause regarding inter se seniority as on 01.10.2000 may not be maintainable.
3. Clause 18 of No.A-11013/1/2005-Admn.II/Absorption Cell (IP&T A&FS) dated 26.08.2008 also mentions about incentives / benefits, but these have not been clearly defined anywhere in the document.

29/03/08/08
 5/9


 (Prema Krishnamachari)
 Assistant Director General (SEA)

DDG (SR)
 2/9