



No.: 15-01/2012- PAT (BSNL)

Dated: 25th May-2012

To

All Heads of Telecom Circles
All Heads of Other Administrative Units
Bharat Sanchar Nigam Limited

Subject: Payment of Allowances as per the recommendations of 6th Central Pay Commission of Group 'A' Officers on deemed deputation in BSNL.

Sir,

I am directed to refer to DOT letter no. 6-23(1)/2010-PAT dated 17.02.2012 vide which payment of allowances as per 6th CPC has been allowed to Group 'A' officers who are on deemed deputation to BSNL.

2. Group 'A' Officers on deemed deputation in BSNL may be paid allowances as per 6th CPC. These allowances are admissible w.e.f. 17.02.2012. The officers may not be allowed to draw the allowances (as detailed below) being paid by BSNL which are not admissible to Central Government employees as they cannot be allowed to claim both benefits:

- a) Rural Area Allowance.
- b) Professional Upgradation Allowance.
- c) Furnishing Allowance.
- d) DA on Foreign tour will not be paid as per BSNL policy (Vide OM No. 100-52/2000-STG-I (BSNL) dated 23.11.2000). They may be paid as per Central Government Rates as applicable.

3. BSNL Medical Reimbursement Scheme shall continue to be extended to Group 'A' officers on deemed deputation basis in BSNL till clarification in this regard is received from DOT.

4. Some of the relevant orders on various allowances as per 6th CPC issued by DOP&T / MOF are enclosed as a reference.

5. This issues with the approval of competent authority.

Encl: As above

[Harsh Vardhan Singh]
Additional General Manager (Estt.)
Tel. No. 23715155

Copy to :

1. PPS to CMD, BSNL, New Delhi.
2. PPS to Dir(HR) / Dir(Enterprise) / Dir(CFA) / Dir(CM) / Dir(Finance) BSNL Board.
3. All PGMs / Sr. GMs in BSNL C.O., New Delhi
4. DGM (A) / (CA) / (EF) / (Pers.) / (SEA) / (Civil) / (Arch) / (Elect.) / (TF) BSNL C.O.
5. AGM (R&P) / (EF) / (SEA) / (Pers.I) / (Pers.II) / (Pers.III) / (Pers.IV) / (Civil) / (A&E) / (CSS) / (TF) BSNL C.O.
6. DM (Pay Bill)/(Cash)/(L&A)/(Pension), BSNL C.O.
7. AD (OL) for Hindi version.
8. Guard File.

Annexure

S. No	Allowance detail	Reference order
1	Transport allowance	DOE OM No. 21(2)/2008-E.II(B) dated. 29.08.2008
2	Children Education Assistance & Reimbursement of Tuition fees	DOP&T orders no. 12011/03/2008-Estt(Allowance) dated 02.09.2008; 12011/01/2011-Estt. (Allowance) dated 04.05.2011
3	Family Planning Allowance	DOE OM No. 7(20)/2008-E.III(A) dated 24.9.2008
4	Special Allowance for Child Care to women with disabilities	DOP&T OM No. 12011/04/2008-Estt.(Allowance) dated 11.09.2008; and OM No 12011/01/2011-Estt.(Allowance) dated 04.05.2011
5	House Rent Allowance	DOE OM No. 2(13)/2008-E.II(B) 29.08.2008
6	TA & DA while on official tour	DOE OM No. 19030/3/2008-E.IV dated 23.09.2008
7	DA on Foreign tour	As per Govt. rates.
8	Training Allowance	DOP&T OM No. 13024/1/2008-Trg.I dated 05.09.2008
9	Other Allowances: (i) Special Duty Allowance (ii) Special Compensatory (Remote Locality) allowance. (iii) Bad Climate Allowance / Tribal area allowance. (iv) Hill area Allowance. (v) Tribal Area Allowance. (vi) Island Special Duty Allowance. (vii) Hard Area Allowance.	(i) DOE OM No. 11(5)/2008-E.II(B) dated 29.08.2008; (ii) DOE OM No. 3(1)/2008-EII(B) dated 29.08.2008; (iii) DOE OM No. 5(1)/2008-EII(B) dated 29.08.2008; (iv) DOE OM No. 4(2)/2008-EII(B) dated 29.08.2008; (v) DOE OM No. 17(1)/2008-EII(B) dated 29.08.2008; (vi) DOE OM No. 12(3)/2008-EII(B) dated 29.08.2008; (vii) DOE OM No. 12(4)/2008-EII(B) dated 29.08.2008

21(2)/2008-E-II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 29th August, 2008

OFFICE MEMORANDUM

Subject: Grant of Transport Allowance to Central Government employees.

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that in modification of this Ministry's O.M. No. 21(1)/97-EII (B) dated 3.10.1997, the Central Government employees shall be entitled to Transport Allowance at the following rates:-

Employees drawing grade pay of	Rate of Transport Allowance per month	
	In 13 cities* classified as A-1/A earlier.	Other places
Grade pay of Rs.5400 & above.	Rs. 3200+DA thereon	Rs. 1600+ DA thereon
(i) Grade pay of Rs. 4200, Rs.4600 and Rs.4800 (ii) those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above.	Rs. 1600+DA thereon	Rs. 800+ DA thereon
Grade pay below 4200 and pay in the pay band below Rs. 7440.	Rs.600+DA thereon	Rs.400+DA thereon

* Hyderabad(UA), Delhi(UA), Bangalore(UA), Greater Mumbai(UA) Chennai(UA), Kolkata(UA), Ahmedabad(UA) Surat(UA), Nagpur(UA), Pune(UA) Jaipur(UA) Lucknow(UA) and Kanpur(UA).

2 The grant of transport allowance shall be subject to the following conditions:-

- (i) The blind or orthopaedically handicapped employees in terms of this Ministry's orders vide OM No 21(1)/97-E-II(B) dated 3.10.1997 shall continue to draw this allowance at double the normal rates, which shall, in no case, be less than Rs. 1,000/- per month plus the applicable rate of dearness allowance. The other conditions of O.M. No. 19029/1/78-E-IV(B) dated 31.8.78, related to grant of conveyance allowance to blind and orthopaedically handicapped Central Government employees shall remain unchanged.
- (ii) The allowance shall not be admissible to those employees who have been provided with the facility of Government transport.
- (iii) **The condition contained in para 3(ii) of O.M. No. 21(1)/97 E-II(B) dated 3.10.1997 by which the grant of Transport Allowance to employees provided with official accommodation within one kilometer of office or within a campus housing the place of work and residence was disallowed, has been withdrawn.**
- (iv) In respect of those employees who opt to retain their pre-revised scales of pay, the corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on 1.1.2006 as indicated in CCS(Revised Pay) Rules, 2008 would determine the allowance under these orders.

(v) These orders will apply to all civilian employees of the Central Government. The orders will also apply to the civilian employees paid from the Defence Service Estimates. In regard to Armed Forces Personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

3. Officers drawing grade pay of Rs. 10,000 & Rs. 12000 and those in the HAG + Scale, who are entitled to the use of official car in terms of O.M. No. 20(5)-E-II(A)/93 dated 28.1.94 shall be given the option to avail themselves of the existing facility or to draw the Transport Allowance at the rate of Rs. 7,000/- p.m. plus dearness allowance thereon.
4. In so far as the persons serving in the Indian Audit & Accounts Department are concerned, this order issues in consultation with the Comptroller & Auditor General of India.
5. The order shall take effect from September 1, 2008.
6. Hindi version will follow.

Madhulika Prasad

(Madhulika P. Sukul)

Joint Secretary to the Government of India

To.

All Ministries and Departments of the Government of India etc. as per standard distribution list.
Copy forwarded to C&AG and UPSC etc. (with usual number of spare copies) as per standard endorsement list.

No.12011/03/2008-Estt. (Allowance)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

New Delhi, the 2nd September, 2008.

OFFICE MEMORANDUM

Subject :- Recommendations of the Sixth Central Pay Commission-implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of all earlier orders on the subject of Children Education Allowance and Reimbursement of Tuition Fee, the President is pleased to issue the following instructions:-

- (a) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately will be merged and will henceforth be known as 'Children Education Allowance Scheme'.
- (b) Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto to a maximum of 2 children.
- (c) Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e., for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education.
- (d) Henceforth, the reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.
- (e) Reimbursement for the following items can be claimed under this Scheme:

Tuition Fee, admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the

child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.

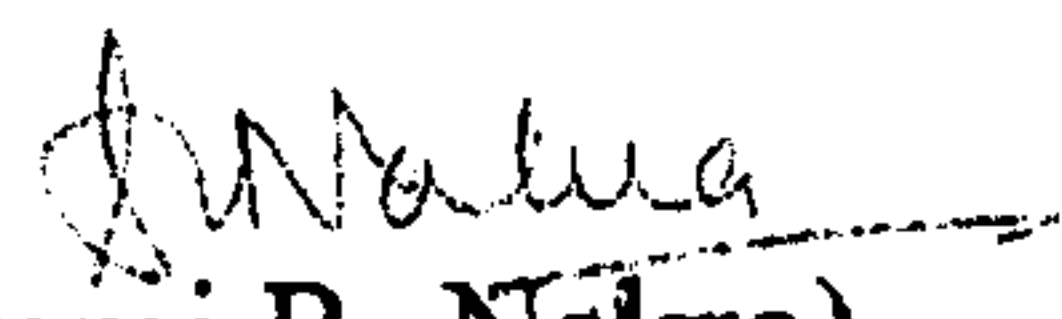
- (f) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000.
- (g) Under this scheme, reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3000, and in another quarter less than Rs.3000, subject to the annual ceiling of Rs.12000 per child being maintained.
- (h) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.
- (i) Hostel subsidy will be reimbursed upto the maximum limit of Rs.3000 per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance cannot be availed concurrently.
- (j) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2. In order to ensure that Government servants have no difficulty in claiming reimbursement, the procedure under this Scheme is being kept simple. Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.

3. **These orders shall be effective from 1st September, 2008.**

4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

5. Hindi version will follow.


(Simmi R. Nakra)
Director(P&A)

No.12011/01/2011-Estt. (Allowance)
Government of India
Ministry of Personnel, Public Grievances and Pension
Department of Personnel & Training


New Delhi, May 4, 2011

OFFICE MEMORANDUM

Subject: Clarification on increase in certain allowances by 25% as a result of enhancement of Dearness Allowances w.e.f. 1.1.2011 –

On the above mentioned subject, it is stated that consequent upon enhancement of Dearness Allowance payable to Central Government employees @ 51% w.e.f. 1st January, 2011 vide Ministry of Finance, Department of Expenditure O.M. No.1(2)/2011-E-II (B) dated 24th March, 2011, the following points are clarified:

- a) The annual ceiling limit for reimbursement of Children Education Allowance shall be Rs.15,000/- per child. Accordingly, the quarterly claim could be more than Rs.3750/- in one quarter and less than Rs.3750/- in another quarter subject to the annual ceiling of Rs.15,000/- per child and Hostel Subsidy shall be Rs.3750/- per month per child;
 - b) The rates of Special Allowance for Child Care to women with disabilities stands revised to Rs.1250/- per month; and
 - c) The annual ceiling for reimbursement of education allowance for disabled children of Government employees shall be treated as revised to Rs.30,000/- per annum per child and the rates of Hostel Subsidy for disabled children of Government employees shall be treated as revised from Rs.6000/- per child per month to Rs.7500/- per child per month.
2. These revisions are applicable with effect from 1st January, 2011.
 3. These revisions shall be subject to other terms and conditions mentioned in this Department's O.M. No.12011/03/2008-Estt (Allowance) dated 2.9.2008 and O.M. No.12011/04/2008 dated 11.9.2008.


(Vibha Govil Mishra)
Deputy Secretary
Telefax: 23092483

All Ministries/Departments of the Government of India.

F.No.7(20)/2008-E.III(A)
Government of India
Ministry of Finance
Department of Expenditure

.....
New Delhi. Dated 24rd September, 2008.

OFFICE MEMORANDUM

Subject:- Revision in the rates of Family Planning Allowance for adoption of small family norms following the recommendations of the Sixth Central Pay Commission.

.....
Consequent upon the implementation of the revised pay structure by the Government with effect from 1st January, 2006 on the basis of recommendations of the Sixth Central Pay Commission and in partial modification of this Ministry's O.M. No.6(39)/98-IC.II dated 6th July, 1999, the President is pleased to sanction the revised Family Planning Allowance at double the existing amount of the Family Planning Allowance, subject to a minimum of Rs.210/- per month as indicated in Column 7 of Annexure to this Office Memorandum.

2. The allowance will be related to the Grade Pay corresponding to the post against which the employee concerned had initially earned or will earn the Family Planning Allowance. All other terms and conditions governing the grant of Family Planning Allowance shall remain unchanged.

3. **These orders will be effective from 1st September, 2008.**

4. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

5. Hindi version of this O.M. will follow.



(Madhulika P. Sukul)

Joint Secretary to the Govt. of India

To

All Ministries & Departments etc.

Annexure to O.M. No.7(20)/2008-E.III(A) dated 24thth September, 2008

Revised Rates of Family Planning Allowance (FPA) with reference to Revised Pay Bands and Grade Pays for posts carrying present scales in Group 'A', 'B', 'C' & 'D'

(In Rs.)

Present Scale			Revised Pay Structure			Rate of Family Planning Allowance
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	210
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800	
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900	
7	S-6	3200-85-4900	PB-1	5200-20200	2000	
8	S-7	4000-100-6000	PB-1	5200-20200	2400	
9	S-8	4500-125-7000	PB-1	5200-20200	2800	250
10	S-9	5000-150-8000	PB-2	9300-34800	4200	400
11	S-10	5500-175-9000	PB-2	9300-34800	4200	
12	S-11	6500-200-6900	PB-2	9300-34800	4200	
13	S-12	6500-200-10500	PB-2	9300-34800	4200	
14	S-13	7450-225-11500	PB-2	9300-34800	4600	450
15	S-14	7500-250-12000	PB-2	9300-34800	4800	500

16	S-15	8000-275-13500	PB-2	9300-34800	5400	550
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	
18	S-16	9000	PB-3	15600-39100	5400	550
19	S-17	9000-275-9550	PB-3	15600-39100	5400	
20	S-18	10325-325-10975	PB-3	15600-39100	6600	650
21	S-19	10000-325-15200	PB-3	15600-39100	6600	
22	S-20	10650-325-15850	PB-3	15600-39100	6600	650
23	S-21	12000-375-16500	PB-3	15600-39100	7600	
24	S-22	12750-375-16500	PB-3	15600-39100	7600	750
25	S-23	12000-375-18000	PB-3	15600-39100	7600	
26	S-24	14300-400-18300	PB-4	37400-67000	8700	800
27	S-25	15100-400-18300	PB-4	37400-67000	8700	
28	S-26	16400-450-20000	PB-4	37400-67000	8900	900
29	S-27	16400-450-20900	PB-4	37400-67000	8900	
30	S-28	14300-450-22400	PB-4	37400-67000	10000	1000
31	S-29	18400-500-22400	PB-4	37400-67000	10000	

No.12011/04/2008-Estt. (Allowance)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

New Delhi, the 11th September, 2008.

OFFICE MEMORANDUM

Subject :- Recommendations of the Sixth Central Pay Commission-implementation of decisions relating to Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Govt. employees.

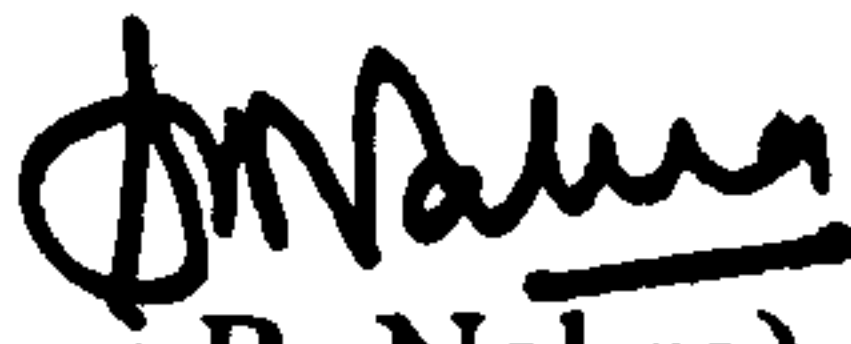
Consequent upon the decision taken by the Government on the recommendations made by the Sixth Central Pay Commission for providing extra benefits to women employees with disabilities especially when they have young children and children with disability, the President is pleased to issue the following instructions:-

- (i) Women with disabilities shall be paid Rs.1000/- per month as Special Allowance for Child care. The allowance shall be payable from the time of the child's birth till the child is two years old.
- (ii) It shall be payable for a maximum of two children.
- (iii) Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No.16-18/97-N.I.I dated 1.6.2001. (Annexure)
- (iv) The above limit would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2.. Reimbursement of Education Allowance for disabled children of Government employees shall be payable at double the normal rates prescribed. The annual ceiling fixed for reimbursement of Children Education Allowance for disabled children of Government Employees is Rs. 24000. The rest of the conditions will be the same as stipulated vide OM No.12011/03/2008-Estt. (Allowance) dated 2nd September, 2008 on the subject.

OM No.12011/03/2008-Estt. (Allowance) dated 2nd September 2008 on the subject.

3. Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No.16-18/97-NI.I dated 1.6.2001. (Annexure).
4. These orders shall be effective from 1st September, 2008.
5. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Audit General of India.
6. Hindi version will follow.


(Simmi R. Nakra)
Director (P&A)

To

All Ministries/Departments of the Government of India.

1. Office of the Comptroller & Auditor General of India/Controller General of Accounts, Ministry of Finance.
2. Secretaries to Union Public Service Commission/Supreme Court of India/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission/Central Information Commission.
3. All State Governments and Union Territories.
4. Governors of all States/ Lt. Governors of Union Territories.
5. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi.
6. All Members of the Staff Side of the National Council of JCM/Departmental Council.
7. All Officers/Sections of the Department of Personnel & Training/Department of Pension & Pensioners Welfare.
8. Ministry of Finance, Deptt. of Expenditure (E.II(B) Branch)
9. Official Language Wing (Legislative Deptt.), Bhagwan Das Road, New Delhi.
10. Railway Board, New Delhi.

Annexure-**EXTRACTS OF THE NOTIFICATION****MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT****NOTIFICATION**

New Delhi, the 1st June 2001

Subject:- Guidelines for evaluation of various disabilities and procedure for certification.

No. 16-18/97-NI.I In order to review the guidelines for evaluation of various disabilities and procedure for certification as given in the Ministry of Welfare's O.M.No.4-2/83-HW.III, dated the 6th August, 1986 and to recommend appropriate modifications/alterations keeping in view the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, Government of India in Ministry of Social Justice and Empowerment, vide Order No. 16-18/97-NI.I, dated 28.8.98, set up four committees under the Chairmanship of Director General of Health Services-one each in the area of mental retardation, Locomotor/Orthopaedic disability, Visual disability and Speech & Hearing disability. Subsequently, another Committee was also constituted on 21.7.1999 for evaluation, assessment of multiple disabilities and categorization and extent of disability and procedure for certification.

2. After having considered the reports of these committees the undersigned is directed to convey the approval of the President to notify the guidelines for evaluation of following disabilities and procedure for certification:-

Visual impairment
Locomotor / Orthopaedic disability
Speech & hearing disability
Mental retardation

Copy of the Report is enclosed herewith as **Annexure** *.

3. The minimum degree of disability should be 40% in order to be eligible for any concessions/benefits.

4. According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1996 notified by the Central Government in exercise of the powers conferred by sub-section (1) and (2) of section 73 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996), authorities to give disability Certificate will be a Medical Board duly constituted by the Central and the State Government. The State government may constitute a Medical Board consisting of at least three members out of which at least one shall be a specialist in the particular field for assessing locomotor/Visual including low vision/hearing and speech disability, mental retardation and leprosy cured, as the case may be.

5. Specified test as indicated in Annexure * should be conducted by the medical board and recorded before a certificate is given.

6. The certificate would be valid for a period of five years for those whose disability is temporary and are below the age 18 years. For those who acquire permanent disability, the validity can be shown as 'Permanent'.

7. The State Govts./UT Admn. may constitute the medical boards indicated in para 4 above immediately, if not done so far.

8. The Director General of Health Services, Ministry of Health and Family Welfare will be the final authority, should there arise any controversy/doubt regarding the interpretation of the definitions/classifications/evaluations tests etc.

(GAURI CHATTERJI)
Joint Secretary to the Government of India

NOTE

*The Annexure mentioned above may please be seen from the Ministry of Social Justice and Empowerment notification.