


<b>IndiaBroadband</b> <i>Linking India</i> CORPORATE OFFICE PAT - SECTION <u>Bharat Sanchar Bhawan,</u> H C Mathur Lane, New Delhi -110001	 <b>भारत संचार निगम लिमिटेड</b> (भारत सरकार का उपक्रम) <b>BHARAT SANCHAR NIGAM LIMITED</b> (A Govt. of India Enterprise)
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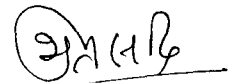
No. 12-2/2009-PAT (BSNL)

Dated, the 18. 09. 2009

**Sub: - Grant of Productivity Linked Incentive (PLI) to the staff of BSNL for the year 2008-2009**

The issue of payment of PLI to BSNL staff was placed before the Board of Directors of BSNL. The Board has expressed serious concern on the decline in revenues from services and the profit. With a view to motivate the employees, the Board has decided the following in respect of payment of Productivity linked Incentive (PLI) for the year 2008-09 as under:

- (i) For non-executive employees either absorbed in or appointed by BSNL and the unabsorbed employees of Group 'C' & 'D', the incentive will be @ Rs. 3500/-.
  - (ii) For Executive employees either absorbed in or appointed by BSNL and the un-absorbed employees of Group 'A' & 'B', the incentive will be @ Rs. 5000/-.
  - (iii) The PLI to Casual Labourers (including Casual Labourers with temporary status) will be paid @ Rs.1500/- to those who have worked for at least 240 days (205 days for those working in offices having 5 day week pattern) during the preceding 3 years as on 31<sup>st</sup> March of the concerned financial year. No PLI would be admissible for part-time employees.
  - (iv) Incentive will be calculated proportionately on the basis of period actually served by the employee in BSNL during 2008-2009.
2. The above decision is being conveyed for making necessary payment of PLI to the staff of BSNL.
  3. The payment of PLI to un-absorbed employees is subject to the condition that in case at a later date, any orders of Govt. for recovery of such amount are received, the same shall be recovered from them.
  4. The payment of PLI will be chargeable to the Head "Salaries" under the relevant Sub-Head of Account to which pay and allowance of the staff is debited. The payment will be made from the sanctioned grant for the year 2009-2010.
  5. All the concerned units may be directed to ensure that payment of Productivity Linked Incentive (PLI) for the year 2008-09 is made at the earliest. After payment, the total expenditure incurred and the number of employees paid may be ascertained from all the units and consolidated figures be intimated to BSNL Finance by last week of October 2009.



(Sheo Shankar Prasad)  
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Copy to:

1. PPS to CMD, BSNL, Bharat Sanchar Bhawan New Delhi
2. PPS to DIR (HR)/DIR(Enterprise)/DIR(Consumer Fixed Access) / DIR(Consumer Mobility)/DIR(Finance), BSNL Board.
3. All Executive Directors, BSNL
4. All CGMs/Heads of other Administrative Units, BSNL
5. All PGMs/GMs BSNL C.O.
6. DGM ( BF)/(CA)/EF), BSNL C.O.
7. Pay Bill/Cash/L&A, Sections BSNL C.O.
8. General Secretary, BSNLEU
9. AD(OL) for Hindi version.
10. Guard File.