

महाराष्ट्र दूरसंचार परिमंडल
बी एस एन एल कॉम्प्लेक्स, प्रशासनिक भवन
चौथी मंजिल, ए-विंग, स्टाफ अनुभाग, जुहू रोड, सांताक्रुज (प.)
मुंबई-५४ टेलीफोन नं:-०२२-२६६००३९१

Maharashtra Telecom Circle,
BSNL Complex, Administrative Building,
4th Floor, 'A' Wing, Staff Section, Juhu Road,
Santacruz (W), Mumbai- 54.
Tel No. 022-26600391



भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

No. MHCO-ESTB/16/5/2020-HR-ADMIN

Dtd 26/07/2021

To

All BA Heads/GM (F)/ & Unit Heads
Maharashtra Circle.

Sub: Post Audit of Pay fixation – procedure –reg.
Ref: No. 1-16/2016-PAT (BSNL/ Dated 22.07.2021.

With reference to the above instructions of BSNL Corporate Office issued vide letter under reference No. 1-16/2016-PAT (BSNL)/ dtd.22.07.2021 is endorsed herewith for information and necessary action please.


Deputy General Manager (HR)
O/o CGMT BSNL, MH Circle, Mumbai-54

Encl: A/a.

Corporate Office
Pension Section, 5th floor
Bharat Sanchar Bhawan
H.C. Mathur Lane,
New Delhi-110001



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

Dated: 22.07.2021

No. 1-6/2016-PAT(BSNL)/

To

All Heads of Telecom Circles/Telephone Distt./Regions/Projects/
Telecom Stores/Telecom Factories & other Administrative offices.
Bharat Sanchar Nigam Limited.

Subject: Post Audit of pay fixation – procedure –reg.

Sir,

Please refer to this office letter of even No. dated 23/09/2016 & 15/11/2018 regarding Post Auditing of pay fixation done in Circles by an officer not below the rank of AGM of Finance Wing who is not connected in the channel of submission of the pay fixation related work.

A certificate of compliance on the above instructions has to be sent to DGM (Estt-1), BSNL C.O every year by each circle IFA before 31st July.

Therefore you are requested to carry out the above exercise and send a certificate pertaining to your circle immediately.

Yours faithfully,

P. Jayakumar
23.07.2021

(P. JAYAKUMAR)

Dy. General Manager (Estt.-I)

Regd. & Corporate Office: Bharat Sanchar Bhawan, H.C.Mathur Lane, Janpath, N.D.-110001
Corporate Identity / Number(CIN): 899DL2000GOI107739

www.bsnl.co.in



No. 1-09/2016-PAT (BSNL)

Dated: 23 .09.2016

To

**All Heads of Telecom Circles/Telecom District/Regions/
Projects/Telecom Stores/Telecom Factories & Other Administrative Offices
Bharat Sanchar Nigam Limited**

Subject: Post audit of pay fixation - procedure regarding

Sir,

The Hon'ble Supreme Court in a judgement dated 18.12.2014 has summarised certain situations, wherein, the recovery of wrong/ excess payments made to employee beyond his entitlement is impermissible in law. To obviate the possibility of making wrong / excess payments to employees, it has been decided to make post audit of every pay fixation on account of promotion, upgradation and pay revision etc. of employees.

2. Accordingly, it is requested that the pay fixation carried out on account of promotion, upgradation and pay revision etc. shall invariably be post audited by an officer not below the rank of AGM of Finance Wing not connected with the channel of submission of the pay fixation related work.

3. Each Circle IFA shall send a certificate to DGM(Estt.), BSNL C.O. by 31st July of every year to the effect that all pay fixation cases of the Circle have been got post-audited during the previous financial year.

This issues with approval of the competent authority.

Yours faithfully,

(Sheo Shankar Prasad)

Deputy General Manager (Estt.)

Tel. 23715155, Fax- 23734051

Copy to:-

1. PPS to CMD, BSNL.
2. PPS to Dir(HR)/Dir(Enterprise)/Director(CFA)/Dir(CM)/Dir(F),BSNL Board.
3. All Executive Directors, BSNL.
4. All PGMs/Sr. GMs/GMs in BSNL CO.
6. Addl.GMs(A)/(Pers)/(BW)/(Elect.)/(Arch.)/(SEA)/(EF)/(CA), BSNL CO.
7. AGM(R&P)/(EF)/(CSS)/(SEA)/(Pers.I)/(Pers.II)/(Estt.)/(Civil)/(A&E)/(TF), BSNL CO
8. BSNL Intranet/Guard File.

BHARAT SANCHAR NIGAM LIMITED

[A Government of India Enterprise]



CORPORATE OFFICE

Establishment Cell
Bharat Sanchar Bhawan
H.C.Mathur Lane, New Delhi

No.1-06/2016-PAT(BSNL)

Dated 15 November, 2018

To
All Heads of Telecom Circles/ Telecom Districts/Regions/
Projects/Telecom Stores/Telecom Factories & Other Administrative Offices,
Bharat Sanchar Nigam Limited.

Sub: Post Audit of Pay Fixation - Compliance Report / ATR – reg.

Sir,

I am directed to refer to this office letter No.1-09/2016-PAT(BSNL) dated 23.09.2016 on the subject matter wherein instructions were issued for conducting post audit of every pay fixation on account of promotion, up-gradation and pay revision etc., of employees, invariably by an officer not below the rank of AGM/ CAO of Finance Wing not connected with the channel of submission of pay fixation related work and that each Circle IFA shall send a certificate to DGM (Estt), BSNL CO ND by 31st July of every year to the effect that all pay fixation cases of the Circle during the previous financial year have been got post-audited.

2. However, it is observed that even after a lapse of two years, the procedure has not been complied with by many of the Circles leading to heavy financial loss to BSNL which otherwise could have been avoided. In this regard your kind attention is invited to this office letter of even No. 1-06/2016-PAT(BSNL) dated 09.09.2016, 23.03.2017, 08.05.2017, 19.09.2017 & 08.03.2018 wherein instructions were issued on the procedures to be followed in the matter of implementation of Supreme Court judgment on recovery of excess/ wrongful payments made to employees in BSNL.

3. Since recovery of excess/wrongful payment made to employees in BSNL has become very difficult in compliance with the Hon'ble Supreme Court Judgment in the matter, instructions issued from this office on the matter may be scrupulously followed and action taken report submitted to this office without any further delay failing which action for fixing responsibility for the loss incurred due to non adherence of the instructions will be initiated by this office.

Yours faithfully

(S.N.Tiwary)
Assistant General Manager (Estt-I)
Tel. No.23037477