



File No. BSNLCO-A/12(17)/3/2021-ESTAB

Dated: 28.01.2025

To,

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

**(Kind Attn. : Nodal Officer of the Circles for settlement of Pension cases)**

Subject: Grant of notional increment to absorbed of BSNL/MTNL who retired/are retiring a day before it became due in any month of the year, for the purpose of calculating the pension admissible – reg.

Sir,

I am directed to refer to the subject mentioned above and to forward DoT OM No.38-45/2024-Pen(T)(Part-1) dated 22.01.2025 conveying its decision to extend the benefit of notional increment for pension to the absorbed employees of BSNL, who retired/are retiring on superannuation a day before it become due in any month of the year, for necessary action. The conditions stipulated in the said OM dated 22.01.2025 shall be followed scrupulously while allowing notional increment in cases covered under the ambit of DoT OM dated 22.01.2025.

2. In this regard, it is intimated that the benefits flowing out of the DoT's decision for grant of notional increment for pension is to be allowed by the concerned CCAs. Hence, the Circles/Units are requested to forward the notional increment cases to concerned CCAs.

3. The Circles/units shall prioritize the cases of such retired employees, who have got favourable orders from the Hon'ble Central Administrative Tribunal for grant of notional increment, and such cases along with orders of Hon'ble Tribunal may be sent to CCA for further action as per DoT OM dated 22.01.2025. Further, the matter may be pursued with CCA for early implementation of orders of Hon'ble Central Administrative Tribunals.

4. In some cases, the retired employees, who have been allowed notional increment by the Hon'ble Central Administrative Tribunals, have also filed Contempt cases. In contempt cases, a compliance report may be filed immediately after sending the cases of notional increment to concerned CCA. In cases where there is any order for personal appearance of CMD, BSNL or CGMs concerned or any other authority, a prayer may also be made for dispensing from personal appearance citing the compliance of orders of Hon'ble Tribunal.

Contd./-

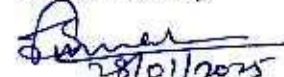
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5. With regards to other pending court cases on Notional increment, suitable reply may be filed before the appropriate Tribunal/Courts to dispose of the cases after taking action as per above-mentioned DoT OM dated 22.01.2025.

6. This issues with the approval of the Competent Authority.

Yours faithfully,



(Sanjeev Kumar)

Asstt. General Manager (Estt.I)

Tele. No. 011-23037477

Copy to :-

1. PS to Dir (HR)/Dir (Ent.)/Dir (CFA)/Dir (CM)/Dir (F), BSNL Board
2. All PGMs/Sr. GMs/GMs in BSNL CO
3. DDG (Estt.), DOT
4. BSNL CO Intranet Portal
5. Guard File

No.38-45/2024-Pen(T)(Part-1)  
Government of India  
Ministry of Communications  
Department of Telecommunications  
(Pension Section)

Room No 514, Sanchar Bhawan  
20, Ashoka Road, New Delhi – 110001  
Date: 22-01-2025

**OFFICE MEMORANDUM**

**Subject:** Grant of notional increment to absorbed employees of BSNL/MTNL who retired/are retiring a day before it became due in any month of the year, for the purpose of calculating the pension admissible – reg.

The undersigned is directed to refer to the subject cited above and to say that the matter of grant of notional increment to the absorbed employees of BSNL/MTNL has been examined in consultation with DoP&T and DoP&PW.

2. It has been decided that notional increment will be extended to the absorbed employees of BSNL/MTNL also who retired/are retiring a day before it became due in any month of the year. Notional increment shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefits. Notional increment will be given to only those employees who completed one year of qualifying service as on the date of their superannuation with satisfactory work and good conduct for calculating the pension admissible to them, subject to the conditions as per Interim Order dated 06.09.2024 of the Hon'ble Supreme Court in MA No.2400/2024 filed by M/o Railways along with several intervention application tagged therewith. Hon'ble Supreme Court of India took note of the pending petition (Dy. No. 36148/2024) filed by Union of India seeking review of its order dated 11.04.2023 in CA No 2471/2023 in the matter. While observing that the issue raised in the applications requires consideration insofar as the date of applicability of the judgement dated 11.04.2023 in CA 2471/2023 to third parties is concerned. Hon'ble Court issued the following directions, by way of an interim order, to prevent any further litigation and confusion:

*(a) The judgment dated 11.04.2023 will be given effect to in case of third parties from the date of the judgment, that is, the pension by taking into account one increment will be payable on and after 01.05.2023. Enhanced pension for the period prior to 30.04.2023 (erroneously mentioned as 31.4.2023 in the Order) will not be paid.*

*(b) For persons who have filed writ petitions and succeeded, the directions given in the said judgment will operate as res judicata, and accordingly, an enhanced pension by taking one increment would have to be paid.*

*(c) The direction in (b) will not apply, where the judgment has not attained finality, and cases where an appeal has been preferred, or if filed, is entertained by the appellate court.*

*(d) In case any retired employee has filed any application for intervention/impleadment in Civil Appeal No. 3933/2023 or any other writ petition and a beneficial order has been passed, the enhanced pension by including one increment will be payable from the month in which the application for intervention/impleadment was filed.*

*This interim order will continue till further orders of this Court. However, no*

*person who has already received an enhanced pension including arrears, will be affected by the directions in (a), (c) and (d).*

3. The action taken on notional increment shall be subject to the final outcome of the Review Petition (Dy. No.36418/2024) pending before the Hon'ble Supreme Court of India.

4. This issues with the approval of Secretary (T).

Digitally signed by  
Kuldeep Kumar  
Date: 22-01-2025 12:19:20  
(Kuldeep Kumar)  
Under Secretary (STP)  
Tel.No.:011-2303 6073  
Email: kuldeep.k97@nic.in

To

1. CGCA/All CCA & Pr.CCA offices
2. DG(T) / All LSA Offices
3. Sr.DDG(Pers.)/DDG(C&A)/DDG(E&T)/JS(A), DoT
4. DG, NTIPRIT/DG, NICF
5. CMD, BSNL/MTNL
6. Sr.DDG TEC/Sr.DDG NCCS/Wireless Advisor, DoT
7. DDG(Accounts), DoT HQ