



BHARAT SANCHAR NIGAM LTD.

CORPORATE OFFICE, PERSONNEL – I SECTION

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-175/2007-Pers.I

Date:-19<sup>th</sup> Feb., 2010.

To,

All Heads of Telecom Circles/  
Metro Districts/Maintenance Regions/  
Projects/Stores/BRBRAITT/ALTTC.  
All other Administrative Units,  
Bharat Sanchar Nigam Limited.

Subject:- Clarification on various points/issues relating to the Executive Promotion Policy – regarding.

This office has received many references from Field Units as well as executives seeking clarification on various issues under Executive Promotion Policy. Following issues have been examined and clarifications as detailed below are issued with the approval of the competent authority for necessary action:-

Sl. No.	Name of the Unit(s)	Issue raised	Clarification
1.	PB/RAJ/ GUJ/AP/ Inspection (T&D) and other field units & individual officers (retired as well serving).	Grant of time bound/post based promotions under Executive Promotion Policy wherein issue(s) related to Disciplinary/vigilance proceedings are involved either before or after due date of promotion under EPP.	Such cases must be dealt with in accordance with the DPC Procedure (Sealed cover Envelope) /Disciplinary/Vigilance proceedings/ instructions issued by the GOI(DoP&T)/BSNL as applicable in the case of Regular Promotion.  However, if in some specific cases clarification is felt necessary, the same may be obtained from Vigilance Branch of Field Units/BSNL Corporate Office.
2	RAJ	An executive is granted time bound pay scale upgradation from E2 to E3 under time bound promotion policy, before undergoing mandatory training, he has been granted promotion on Adhoc basis to STS grade. Whether he has to undergo the mandatory training or not?	Even if an executive is promoted to next higher grade on post based promotion subsequent to time bound pay scale upgradation, he has to undergo the mandatory two weeks training required under EPP.

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3	A&N	Seeks relaxation from provision of SAG level officer as a member of Screening Committee for processing the case of time bound promotion from E4-E5 due to unavailability of SAG level officer in A&N.	Required level of officer(s) may be nominated from adjoining circle for composition/conduct of Screening Committee meetings.						
4	KTK	Seeks protection of pay drawn by some executives in local officiating arrangement before grant of time bound pay scale upgradation.	Pay drawn in local officiating arrangement will not be protected under time bound promotion policy.						
5.	GUJ, KTK, STR, UP (East), NTR etc.	<p>What should be the residency period i.e. whether 4 yrs or 5 yrs in below mentioned cases? The dates of promotions are between 1-10-2000 to 1-10-2004.</p> <table border="1" data-bbox="315 654 734 838"> <thead> <tr> <th>Lower post</th> <th>Higher post</th> </tr> </thead> <tbody> <tr> <td>JAO/JTO</td> <td>AAO/JTO(LA)</td> </tr> <tr> <td>AO/SDE</td> <td>Sr.AO/Sr.SDE</td> </tr> </tbody> </table>	Lower post	Higher post	JAO/JTO	AAO/JTO(LA)	AO/SDE	Sr.AO/Sr.SDE	<p>Residency period of 4 to 6 yrs have been prescribed for 1st Time bound promotion as per para [1.0][1][b][3.1] of EPP vide OM dtd 18-1-07 and subsequently reiterated vide this office ltr dtd 30-5-07. Separate hierarchy has been prescribed in the Executive Promotion Policy (EPP) for Time Bound and Post based promotions. Time period of 4 to 6 yrs for 1st and 5 yrs for subsequent Time Bound Promotions has been prescribed. As the pay grades of AAO/JTO(LA) and Sr.AO/Sr.SDE have not been treated as post based substantive grades under Executive Promotion Policy, promotions to these pay grades granted between 1-10-2000 to 30-9-2004 are to be treated as 1st Time bound promotions only and subsequent promotion to such executives will be due after 5 yrs from date of such upgradation. However, this provision has to be applied under option vide para [1.0][1][d][7], treating it as 1st Time bound scale upgradation.</p>
Lower post	Higher post								
JAO/JTO	AAO/JTO(LA)								
AO/SDE	Sr.AO/Sr.SDE								
6	-do-	Whether date of increment should undergo change consequent upon grant of benefit of one increment on regular promotion(post based) in to higher post carrying same scale.	This issue stands clarified vide this office ltr no. 400-175/2007-Pers.I, dt 23 <sup>rd</sup> June, 09. Order is required to be issued for grant of one additional increment with effect from the date of post based promotion (i.e. date of joining of promoted post unless ordered otherwise) but DNI will remain unchanged. This increment will count for pensionary benefits etc.						

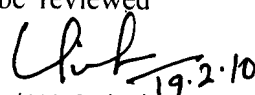
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7	GUJ, KTK, STR, UP (East), NTR etc.	Whether in case post based promotion in lower scale, the executive will continue to be in the same higher scale drawn due to time bound upgradation?	Yes. Only placement will be done in the functional grade and no extra increment will be granted under the provision of Para [1.0][II][v] of EPP.
8	-do-	<p>Whether the service put in different cadres carrying same/identical scale can be taken in combination to work out the required residency period for time bound promotion. As for example: - change of cadre on promotion from Steno. Cadre to JAO cadre on account of LICE with following pay scale-</p> <p>PA scale of pay (pre-revised):- [9850-250-14600].</p> <p>JAO scale of pay (pre-revised):- [9850-250-14600].</p>	The service rendered after 01-10-2000 in the identical (lower as well as higher) IDA scale drawn in the different Group 'B' level cadres in BSNL may be combined for counting of residency period for grant of 1st Time Bound scale upgradation subject to fulfillment of Para [1][I][b][3.1] and others criteria laid down in the EPP vide OM dtd 18-01-07 and subsequent clarifications issued in this regards.
9	-do-	Whether the IDA scale already drawn in higher post under local officiating arrangement can be protected?	Para [1.1.d.3] of EPP vide OM dtd 18-1-07 is self explanatory. Pay drawn by virtue of any local officiating arrangement will not be allowed to be protected.
10	-do-	How to regulate Time Bound Promotion in the cases where the regular post based promotions have been given between 1.10.2000 to 1.10-2004?	<p>If any executive has got post based promotion between 1-10-2000 and 30-9-2004, as per hierarchy levels mentioned in para [1][II][i] under Executive Promotion Policy issued vide this office OM No.18-01-2007, the executive concerned would be considered for his/her 1st Time Bound Scale Upgradation as per para [1][I][b][3.1] of EPP dtd 18-1-07.</p> <p>It is also further clarified that if any executive has got time bound scale upgradation (including ACP/LA) during 1-10-2000 to 30-9-2004, it would be treated as his 1st time bound scale upgradation and subsequent upgradation would be considered after 5 yrs. (read with clarification at Sl.No.5 above).</p>

This has the concurrence of Estt. Branch, BSNL CO vide Dy.No.1540 dtd 4-12-2009.

Cases which are not in conformity with the above clarifications may be reviewed accordingly and recoveries, if any may be, made.

  
(V.K.Sinha)

Assistant General Manager (Pers.II)

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Copy to:-

- 1) The PPS to CMD, BSNL, New Delhi
- 2) The PPS to all Directors, BSNL Board, New Delhi
- 3) The CVO/DDG(SU)/(Estt.)/Director (Staff)/US(STG-III), DoT, Sanchar Bhawan, ND.
- 4) The CVO/PGM/GM(Pers.)/(Estt)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL Corporate Office, New Delhi.
- 5) The AGM(Pers.I/Pers.II/Pers.IV/Pers.V/CSS), BSNL CO, New Delhi.
- 6) The DM(Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL CO
- 7) The Rajbhasha Adhikari, BSNL CO for Hindi version.
- 8) The DM(Pers.I)/All AMs, Pers. I Section.
- 9) Spare copy/Order Bundle.

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( G.P.Vishnoi )  
Deputy Manager (Pers.I)