

Personnel (DPC)
4th Floor, Bharat Sanchar Bhawan
Janpath New Delhi.



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

MOST IMMEDIATE

No.451-17/2010-11 Pers (DPC)/

Dated: 16-03-2012

To

**The Chief General Manager,
Bharat Sanchar Nigam Limited,
A&N, BIHAR, CHATTISGARH, ETP, ITPC, NTP, RAJASTAN & UTTARACHAL**

Subject:- Below benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the APAR or up-gradation of the final grading and certificate regarding the non availability of ACRs reg.

The preparatory work for promotion to the grade of DET (STS) on ad-hoc basis is under process in this office. In this connection, attention is invited to this office letter No. 400-70/2010-Pers.I dated 10.05.2010 (copy enclosed) regarding instructions issued by DoP&T vide letter No. 21011/1/2010-Estt.A dated 13.04.2010 on below benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the ACR/APAR or for upgradation of the final grading. It is requested that copy of the ACRs/APAR (below bench mark grading) for the period as per list enclosed may be sent to the concerned officer(s) for his/their representation(s), if any, within 15 days of such communication. ***If any officer's grading (other than the period mentioned in the enclosed list) is found below bench mark during the years 2006-07 to 2008-09, copy of the ACRs/APAR for such period may also be sent to the concerned officer(s) for his/their representation(s), if any, within 15 days of such communication.*** The bench mark grading for considering the officers for promotion to the grade of Assistant General Manager is 'Good, no adverse, not more than one Average' in case of OC category and 'Good, no adverse, not more than two Average' in case of SC/ST category.

2. As per instructions of DoP&T, the representation against the remarks or for upgradation of the final grading given in the ACR/APAR will be examined by the competent authority in consultation, if necessary, with the Reporting and the Reviewing Officer, if any. The decision on the representation will be taken by the competent authority objectively after taking into account the views of the concerned Reporting/Reviewing Officers if they are still in service and in case of upgradation of the final grading given in the ACR/APAR, specific reasons thereof will also be given in the

J
14/3/12

order of the competent authority. The decision of the competent authority may please be intimated to this office urgently.

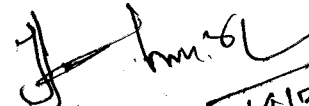
A 'Shown Certificate' (As annexed) in regard to below benchmark grading in ACR(s) may please be furnished to this office by GM(Admn) of the Circle Office by E-Mail ID at srinivasan_j1959@yahoo.com

3. Certificate regarding the reason of non availability(noted as 'NA' are should be furnished, along with the Previous year's ACRs(for the shortage of one year send the ACR for 05-06, If two year send 04-05,and 05-06 etc.)

*Above exercise may be completed by the Circles on **Top Priority Basis**. For any assistance the undersigned may be contacted over phone over **No .011 23037657/09868257979***

This is in continuation to this office letter of even number dated 12-10-2010.

This may please be treated as **MOST IMMEDIATE**.


(J.Srinivasan) 14/3/12

Asstt.General Manager(DPC)

Certificate by the Officer reported upon regarding his/her ACR for the year

1. I,..... Staff No.....
DesignationUnit.....
hereby certify that I have gone through my ACR/APAR for the year
and agree and accept the remarks and grading given in the ACR/APAR by
my Controlling and reviewing officers.

2. I,..... Staff No.....
DesignationUnit.....
hereby certify that I have gone through my ACR/APAR and do not agree
and do not accept the remarks and grading given in the ACR/APAR by my
Controlling and reviewing officers. I shall submit my representation within
15 days from today. I also understand that if I do not submit my
representation within 15 days then this ACR/APAR will be treated as final
and will be binding on me.

Signature.....

Date.....

Connecting India

BHARAT SANCHAR NIGAM LIMITED

CORPORATE OFFICE
(PERSONNEL-I SECTION)

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. 400-70/2010-pers.1

Dated: May 10th, 2010

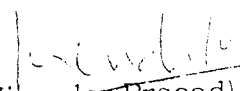
To
All Heads of Telecom Circles
& Administrative units of
BSNL.

Subject: Below Benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the APAR or for up gradation of the final grading.

The undersigned is directed to forward herewith DOP&T O.M. No.21011/2010-Estt.A regarding below benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the APAR or for up gradation of the final grading.

The above directions may kindly be brought to the notice of all concerned officers/authorities.

Encls:As above.


(Virender Prasad) 10/5/10
Deputy General Manager (Pers.)
BSNLCO, New Delhi.
TF: 011-23037181
Fax: 011-23734254

Copy to:

1. PPS to CMD/All Directors.
2. ED (CN/CA/NB/Fin), BSNLCO, New Delhi
3. PGMs/GMs/DGM BSNLCO, New Delhi
4. GM (Restructuring) BSNLCO, New Delhi
5. CS to Dir (HR), BSNLCO, New Delhi.
6. Rajbhasha Adhikari, BSNL CO for Hindi Version.
7. O/c.