



**BHARAT SANCHAR NIGAM LTD.**

(A Government of India Enterprise)  
7<sup>th</sup> Floor, Bharat Sanchar Bhawan, H.C Mathur Lane,  
Janpath, New Delhi – 110001.

No. 4-8/2012-SEA  
Dated: - 06-08-2012.

To

- (1). All Chief General Managers/Circle IFAs  
BSNL Telecom Circles/Telephone Districts.
- (2). All Chief General Managers/Circle IFAs,  
BSNL Telecom Project Zones/Telecom Maintenance Regions.
- (3). All other Administrative offices/Units in BSNL.

Subject: Alleged Change of nature of AAO cadre from Post based promotion to Time bound promotion by BSNL Management – reg.

This office had received various representations from individuals/Circles addressed to Member (Finance) DOT and CMD BSNL on the subject mentioned above with a request to review of the decision of High Level committee communicated vide order no. 400-11/2011-Pers.I (Part) dated 23.04.2012.

The matter has been examined and the undersigned is directed to convey that the Executive Promotion Policy (EPP), among other things, lays down the basic HR policy of the Company related to time bound up-gradations and post based promotions. In working out a synergy between the aspirations of the various cadres and the man-management need of the Company, a well defined structure of the hierarchy of posts and the alternative line of time bound pay up gradation has been established. In this scheme of things, the grades of AAO/JTO(LA)/Sr. AO/Sr. SDE have become functionally non-operational in the hierarchical structure of the Company. Instead, to maintain continuity with the past these grades have been incorporated as time bound up-gradations (non post based). This scheme has worked well, so far as uniformity across all cadres is concerned.

Considering the representations of Unions/Associations/individuals, the management had instituted a Committee to review the situation with regard to the grades of AAO/ JTO(LA)/Sr. AO/Sr. SDE. The Committee considered all aspects of the issue vis-à-vis the tenets of EPP. The findings of the Committee has been conveyed vide order No. 400-11/2011-Pers.I (Pt.) dated 23.04.2012 with the approval of the Competent Authority. The position with regard to EPP remains unchanged.

The present representations do not raise any fresh ground for re-consideration. BSNL has established the scheme of time bound and post based up-gradations to suit the HR needs of the Company as well as the common aspirations of all its executives.

This disposes off all the representations received from Circles/individuals on the subject and any further representation on the subject may also be disposed accordingly.

This issues in consultation with Personnel branch vide Dy. No. 7402/ Sr.GM (Pers.) dated 03.08.2012.

(Sudhira Sabharwal)  
Assistant General Manager (SEA)

Copy to:

1. Sr. PPS to Director (F) BSNL.
2. Sr. PPS to Director (HR) BSNL
3. ED (Finance) BSNL.
4. Sr. GM (Personnel)/GM(F.P) CO BSNL.
5. Spare/Guard file.