



BHARAT SANCHAR NIGAM LIMITED

[A Government of India Enterprise]

Corporate Office (Personnel -DPC SECTION)

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1.

File No: 59-05/2015-Pers(DPC)

47

Dated: September 30 ,2015

To

All Heads of Telecom Circles/Metro Districts/Maintenance
All Heads of Telecom Projects/Regions/Stores/BRBRBAIT/ALTTC
All Heads of Administrative Units
Bharat Sanchar Nigam Limited

Subject:- Clarification in pay scale up gradation under EPP 2007 in regard to (i) non availability of ACRs/APARs for reckoning period (ii) refusal of promotion and (iii) Minor and Major Penalty cases/criminal prosecution/Sealed cover procedure/vigilance clearance

Please refer to this office letters of even number dated 59-04/2014-Pers(DPC) dated June 4, 2015 and 11th September, 2015 wherein the procedures and Office Memoranda/orders to be followed in regard to disciplinary case, refusal of up gradation, APAR, leave period for purpose of Pay scale up gradation under EPP-2007 were outlined for information. These two letters are available on intranet.bsnl.co.in.

2. The particulars of references received from various circle offices in the matter are enclosed as Annexure-I.
3. Copies of letters dated June 4, 2015 and 11.9.2015 are forwarded herewith. The individual cases received in this office as per the Annexure may be examined and disposed of as per the procedures contained in the relevant Office Memorandum/orders referred to therein as the guidelines given therein are self explanatory.
4. Other similar cases may also be examined as per the guidelines.

Encl: Letters dt 4.6.2015 and 11.9.2015 & Annexure-I

PSV Rama Rao 30/9/15
(PSV Rama Rao)

ASSISTANT GENERAL MANAGER (DPC)

TELE NO: 011-23037657

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S. No.	Letter No. and date; Name (S/Shri/Ms)	Circle	Case Type
1	DPC/57-1/TBP/Rulings/2013-2014 dated 4.3.2015-(General)	TN Circle	Vigilance
2	Staff/DPC ell/Financial Upgradatio/KPTD/2009-10 dated 20.05.2015- (Sh Rakesh Kumar Nigam, DE)	UP (W)	Vigilance
3	Staff/Fin up/Misc/2015/Vol.1/2 dated 19.05.2015(S/Sh Amrit Pal Singh and Mangat Ram, JTO)	Punjab	Vigilance
4	ITPC/A-63/15/19 dated 03.07.2015 (General)	ITPC Pune	Vigilance
5	DPC/57-1/TBP/Rulings/2013-2014 dated 10.07.2015(General)	TN Circle	Vigilance
6	Staff/EG-3/Time Bound/E4 to E5/KW/4 dated 22.07.2015 (Sh. Prem Narain Nigam, AGM)	Haryana	APAR
7	7-2/2014-Estt/Up-Gradation/Gos/CH/16 dated 23.07.2015 (Sh. Joginder Singh Bajaj, JTO)	NTR, ND	Vigilance
8	Staff/S-2805/TBP/HMR/I/25 dated 12.08.2015-Sh. Dev Raj Daroch, SDE)	HP	Vigilance
9	Staff/EG-3/Time Bound/E-4 to E5/69) dt 20.8.15- Sh. Sunder Lal, AGM	Haryana	vigilance
10	HRD-DPC/5-75/Gen/I/12 dt 26.6.15 (Shalini Tyagi and 9 others)	KTk	Leave
11	STB/TBUP/Corr/Pt-1/37 dt 21st Feb 2015 & 2nd June, 2015 (SantoshBaxla and Euphratis Kharsyntiew, SDE)	NE-I	Leave
12	Staff/3-2/TBP/2015-16/35 dt 17.8.2015 (General)	KTk	Leave
13	dpc/57-1/tbp/Buildings/2013-14 dt 30.4.15 (General)	TN Circle	Refusal
14	DPC/TBP Rulings/2014 dt 17.3.15 (General)	TN Circle	Refusal
15	Staff/DPC ell/Financial Upgradatio/STS to JAG/2014-15 dt 08.04.2015- (Sh Prem Narain Nigam, DE)	UPe	APAR



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Corporate Office (Personnel -DPC SECTION)

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-11.

File No: 56-04/2014-Pers(DPC) \17
To

Dated: June 4, 2015

All Heads of Telecom Circles/Metro Districts/Maintenance
All Heads of Telecom Projects/Regions/Stores/BRBRBAIT/ALTTC
All Heads of Administrative Units
Bharat Sanchar Nigam Limited

Subject:- Clarification in pay scale up gradation under EPP 2007 in regard to (i) non availability of ACRs/APARs for reckoning period (ii) refusal of promotion and (iii) Minor and Major Penalty cases/criminal prosecution/Sealed cover procedure/vigilance clearance

Doubts raised by various Circle office(s) regarding pay scale up gradation under EPP 2007 on specific issues are clarified as under.

S.No.	Description	Clarification
1	Procedure to assess the suitability of Executives for pay scale up gradation under EPP-2007 in cases where ACRs/APARs are not available or are not written for the reckoning period.	The suitability of the Executives due for pay scale up gradation is to be assessed as per the grading criteria outlined in par 1(c) (3) of EPP-2007. In cases where ACRs/APARs are not available/not written for the reckoning period, instructions contained in DoP&T O. M. No. 22011/5/86 -Estt. (D) dated 10.4.89, 20.06.1989 and corrigendum dated 13 th July, 1989, and 22011/5/2013-Estt(D) dt 9.5.2014, as amended from time to time may be followed. This may be subject to other related guidelines being fulfilled (like taking certificate for non-availability of CR with reasons thereof).
2	Procedure for pay scale up gradation under EPP-2007 in cases where the Executives concerned refuses post based promotion given simultaneously or around the same time	The pay scale up gradation under EPP-2007 is given to the Executives on the due date/review date as per the eligibility, up gradation criteria and general principles laid down therein. The up gradation is granted without prejudice to refusal of post based promotion which shall be settled as per the instructions contained in DP&AR OM 22034/3/81-Estt(D) dated 1 st October, 1981 and other guidelines issued on the subject from time to time.

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Psy/nd
4/6/15



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3	Procedure for pay scale up gradation pending disciplinary cases of Major and Minor Penalty/criminal prosecution and application of sealed cover procedure/vigilance clearance.	The following letters are self explanatory. (i) Serial No. 1 of Letter No 400-175/2007-Pers.I dated 19.2.2010 dealing with sealed cover envelope/disciplinary/vigilance proceedings (ii) Serial No. 6 of Letter No. 400-147/2009-Pers.I dt. 29.3.2010 dealing with currency of punishment/Vigilance clearance and pending disciplinary/vigilance case as on the date of retirement. (iii) Page 2 of Letter No. 400-164/2012-Pers.I dated 20.9.2012 containing points (a) to (d) dealing with sealed cover proceedings /disciplinary cases of minor penalty commencing beyond the due date of up gradation.
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PSV Rama Rao 4/6/2015
(PSV Rama Rao)

ASSISTANT GENERAL MANAGER (DPC)
TELE NO: 011-23037657

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Corporate Office (Personnel -DPC SECTION)
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1.

File No: 59-04/2014-Pers(DPC)-(Vol-II) /14

Dated: 11th September 2015

To

All Heads of Telecom Circles/Metro Districts/Maintenance
All Heads of Telecom Projects/Regions/Stores/BRBRBAIT/ALTTC
All Heads of Administrative Units
Bharat Sanchar Nigam Limited

Subject:- Clarification in pay scale up gradation under EPP 2007 in regard to effect of EOL/CCL etc. on up gradation – reg.

Doubts have been raised by various Circle office(s) regarding the effect of EOL/CCL etc. on pay scale up gradation under EPP-2007 have been examined. The following clarifications are provided.

Sl.	Description	Clarification
1	EOL with Medical Certificate	The period will be counted towards residency period for up gradation.
2	EOL without Medical Certificate for pursuing higher studies	The period will be counted towards residency period for up gradation.
3	EOL in other cases	The period will not be counted towards residency period for up gradation
4	Child Care Leave	The period will be counted towards residency period for up gradation since CCL is to be treated like EL and sanctioned as such in terms of DoP&T OM No. 13018/1/2010-Estt (Leave) dated 18.11.2008.

(Bindu Roy)

DEPUTY GENERAL MANAGER (Pers-I)
TELE NO: 011-23037657

- i. intranet.bsnl.co.
- ii. AGM Pers-I/Pers-II/Pers(Legal)/Pers(DPC)/ESTT/SEA/CivII/Electrical/Architecure/TF
- iii. Guard File