



BHARAT SANCHAR NIGAM LTD.

CORPORATE OFFICE, PERSONNEL – I SECTION
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-147/2009-Pers.I

Date:- 29th Mar., 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:-

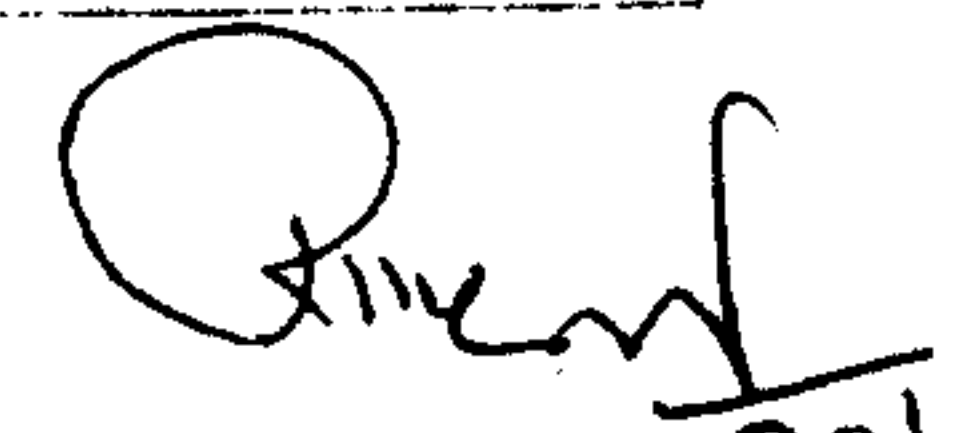
Sl. No.	Issue raised	Clarification
1.	Who is the competent authority to approve the Minutes of the Screening Committee for IDA pay scale up-gradation in various pay scales?	Next Higher Authority /Appointing Authority in Corporate office and Head of Circle in field units.
2.	If the CGMT is the competent authority to approve the Minutes of the Committee for various IDA Pay Scale Upgradation, can powers be delegated to SAG level Officers in the Circle Office?	No.
3.	IDA Pay scale of some officers were upgraded from Scale of Rs.9850-250-14600 to the Scale of Rs.11875-300-17275 w.e.f. 01-10-2004. These officers got their post based promotion in the month of Nov.,04 to Dec.04. These officers opted for pay fixation on DNI in lower scale of JTO for TBP which is due after the regular promotion of SDE (i.e. in Jan, 05). Whether option allowed provisionally in such cases is in order or not?	Yes. The executive concerned can exercise option for pay fixation on time bound scale upgradation w.e.f. DNI of lower scale. Further, the executive is entitled for one additional increment on account of post based promotion in the same scale w.e.f. the date of such promotion. As pay fixation is to be done w.e.f. DNI under option due to TBP, the benefit of additional increment will also accrue to the executive from the DNI.
4.	If some executives holding JTO(LA) scale as on 1-10-2000 and they got promoted to SDE regular in the same scale between 1-10-2000 to 30-9-2004. Then how their further IDA pay scale to be considered?	These executives will be considered for 1st Time bound scale upgradation on completion of 4-6 yrs of service in current IDA scale as per para [1,1b,3,3.1] of EPP.

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Sl. No.	Issue raised	Clarification
5	If an executive gets 1st financial upgradation from E1 to E2 w.e.f. 1-10-2004 and subsequently gets post based promotion as SDE (regular) on 23-10-2004 in the same pay scale. How his next financial upgradation should be considered i.e. after 5 yrs from 1-10-2004 (2 nd upgradation) or on fulfilling the condition of 1st upgradation from the date of his promotion as SDE regular?	As per EPP, when an executive gets post based promotion in the same pay scale in which he/she has already got time bound scale upgradation, benefit of one additional increment is to be granted w.e.f. the date of such post based promotion. Further, it is also clarified that as the scale of the executive does not change due to post based promotion, his/her next time bound scale upgradation will be considered on completion of 5 yrs of service in current IDA scale w.e.f. TBP. When pay scale of an executive get changed due to post based promotion before due date of next time bound scale upgradation then period w.e.f. such post based promotion will be counted for subsequent time bound scale upgradation [i.e. 4-6 yrs for 1st TBP & 5 yrs for subsequent TBP].
6	If any executive is not having any disciplinary/vig. Case on the date of his IDA pay scale upgradation but subsequently faces any disc./vig. case on the date of screening meeting. What would be the effective date of IDA pay scale upgradation in following two cases:- [I] The currency of punishment is over because of the imposition of penalty after the date of screening committee. [II] The disciplinary/vigilance case remains unsettled to the date of retirement.	As per DPC procedure of Govt/BSNL. As the VC is obtained at the time of processing the case by the Screening Committee, it does not matter whether any disciplinary/vigilance case was pending on the due date of IDA scale upgradation or not. The case of such executive will be reviewed in subsequent DPC and if the executive concerned is otherwise found fit for time bound promotion as per prescribed criteria the date of effect will be after completion of currency period. IDA scale upgradation cannot be given effect if the disciplinary/vigilance case remains unsettled upto the date of retirement. However, DPC/Vigilance procedure has to be followed in such cases as in case of promotions and all efforts may be made to complete the process within prescribed time frame.

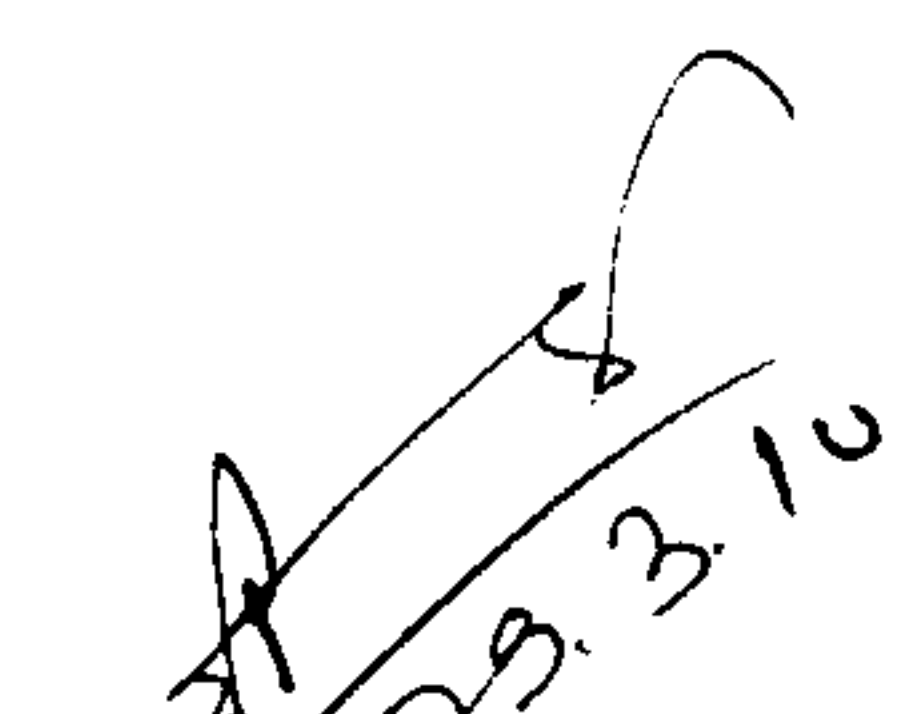
This has the concurrence of Estt. Branch, BSNL CO vide Dy.No.5761 dtd 12-3-2010.


(R. K. Verma) 29/

Assistant General Manager (Pers.I)

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) All AMs, Pers. I Section.
- 9) Spare copy/Order Bundle.


(G. P. Vishnoi)

Deputy Manager (Pers.I)