

**BHARAT SANCHAR NIGAM LIMITED**  
**(A Government of India Enterprises)**  
**(PENSION SECTION)**  
**Bharat Sanchar Bhawan, Janpath**  
**New Delhi-110001.**

No. 27-7/2008-TE-II/Pen (B)

Dated 13-01-2014

To

All Heads of Telecom Circles/Telecom Districts  
& Other Administrative officers/Telecom Stores/  
Telecom Factories, Bharat Sanchar Nigam Ltd.

**SUB: Non-executive Promotion Policy (NEPP)- Relaxation in grading criteria- regarding.**

Sir,

I am directed to state that prior to 1.4.2008, only the adverse remarks in the ACRs had to be communicated to the concerned officer for representation, if any, to be considered by the competent authority.

2. In terms of DOP&T OM No.21011/1/2005-Estt. (A) (Pt-II) dtd.14.5.2009, the erstwhile ACRs were renamed as Annual Performance Assessment Report (APAR). It was also mandated therein that the full APAR including the overall grade and assessment of integrity shall be communicated to the concerned officer after the report is complete with the remarks of the reporting officer and the accepting authority wherever such system is in vogue. The new system of communicating the entries in the APAR was made applicable from the reporting period 2008-09.

3. Vide DOP&T OM No.21011/1/2010-Estt.-A dtd.13.4.2010, it was mandated that if an employee is to be considered for promotion in a future DPC and his ACRs prior to the period 2008-09 which would be reckonable for assessment of his fitness in such future DPCs contain final grading which are below the benchmark for his next promotion, before such ACRs are placed before the DPC, the concerned employee will be given a copy of the relevant ACR for his representation, if any, within 15 days of such communication. On receipt of representation, the competent authority will decide the matter objectively in a quasi-judicial manner.

4. In para 4.3 of the Non-Executive Promotion Policy (NEPP) introduced by BSNL vide letter No.27-7/2008-TE.II dated 23.3.2010, the performance ratings in ACRs/APARs for assessing the fitness of eligible non-Executives of various grades were prescribed as under:

| S.No. | Scale                                         | Category | Grading Criteria                               |
|-------|-----------------------------------------------|----------|------------------------------------------------|
| 1.    | NE1 – NE2; NE2 – NE3;<br>NE3 – NE4; NE4 – NE5 | OC       | No adverse, not more than <b>four</b> Average  |
|       |                                               | SC/ST    | No Adverse                                     |
| 2.    | NE5 – NE6; NE6 – NE7;<br>NE7 – NE8            | OC       | No adverse, not more than <b>two</b> Average   |
|       |                                               | SC/ST    | No adverse, not more than <b>three</b> Average |
| 3.    | NE8 – NE9; NE9 – NE10;<br>NE10 – NE11         | OC       | No adverse, not more than <b>one</b> Average   |
|       |                                               | SC/ST    | No adverse, not more than <b>two</b> Average   |

contd...2/-

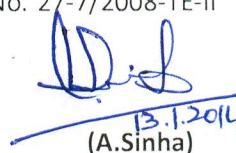
5. The matter was discussed in the 28<sup>th</sup> meeting of the National Council held on 30.1.2013 wherein after detailed discussion it was decided that the case will be submitted before the Management Committee and the BSNL Board for deliberation and modifications in the grading criteria.

6. Accordingly, it has been decided with the approval of the BSNL Board of Directors that the fitness criteria defined by number of permissible 'average' entries as in para 4.3 of NEPP for financial up-gradation upto NE-10 as mentioned above may be relaxed as one time measure by increasing the number of 'average' entries by one additional 'average' entry as in the Table below only in respect of financial up-gradations which were due to Non-Executives prior to 01.04.2008:

| S.No. | Scale                                         | Category | Grading Criteria                               |
|-------|-----------------------------------------------|----------|------------------------------------------------|
| 1.    | NE1 – NE2; NE2 – NE3;<br>NE3 – NE4; NE4 – NE5 | OC       | No adverse                                     |
|       |                                               | SC/ST    | No Adverse                                     |
| 2.    | NE5 – NE6; NE6 – NE7; NE7 – NE8               | OC       | No adverse, not more than <b>three</b> Average |
|       |                                               | SC/ST    | No adverse, not more than <b>four</b> Average  |
| 3.    | NE8 – NE9; NE9 – NE10                         | OC       | No adverse, not more than <b>two</b> Average   |
|       |                                               | SC/ST    | No adverse, not more than <b>three</b> Average |

However, in such cases, their actual ACRs (without up-gradation, if any in terms of DOP&T OM No.21011/1/2010-Estt.-A dtd.13.4.2010) would be assessed for fitness of the employee concerned for financial up-gradation to the next higher pay scale.

7. The bench mark / grading criteria for up-gradation from NE-10 to NE-11 as already prescribed in para 4.3 of letter dated 23.03.2010 and from NE-11 to NE-12 as prescribed in this office letter No. 27-7/2008-TE-II (Up-gradation) dated 11.09.2012 will remain unchanged.

  
(A.Sinha)

Asstt. General Manager (P-V)  
Tel. No. 23037477

**Copy to:**

1. DDG ( Estt.), DOT.
2. PPS to CMD/All Directors of BSNL Board.
3. All PGMs/Sr. GMs/GMs/Addl. GMs/DGMs, BSNL, Co.
4. Secretary General, BSNLEU / Secretary, NFTE.
5. OL Section-for Hindi Translation.
6. Order Bundle.
7. BSNL Intranet Portal.