

BHARAT SANCHAR NIGAM LTD.
(A GOVT. OF INDIA ENTERPRISE)
CORPORATE OFFICE
TE SECTION
BHARAT SANCHAR BHAWAN, NEW DELHI -1

No. 13-2/2010-TE (Pt.)

Dated : 8/09/2011

To

All Heads of Telecom Circles,
Metro Districts & Administrative Units,
Bharat Sanchar Nigam Limited.

SUB: Non- Executive Promotion Policy (NEPP) - Clarification with regard to
Temporary Status Mazdoors/Casual Labourers.

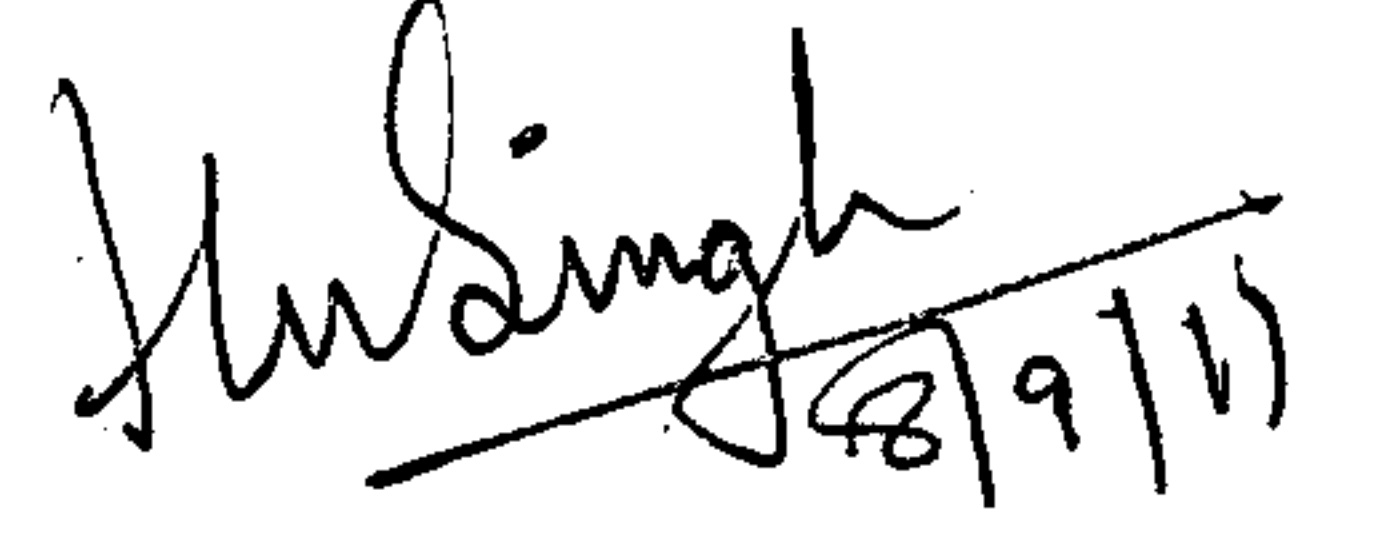
REF: This Office letter of even no. dated 06/01/2011.

Kindly refer to this office letter of even no. 27-7/2008-TE-II dated 23/03/2010, vide which Non-Executive Promotion Policy (NEPP) has been circulated. Subsequently, vide sl. no. 24 of letter No. 13-2/2010-TE dated 06/01/2011, it was clarified that **Temporary Status Mazdoors/Casual Labourers as on 30/09/2000 and regularized on or after 01/10/2000 will be treated as BSNL recruited officials.**

Thereafter, this Section had received letters from various unions as well as from various Telecom Circle requesting for re-examining the matter for treating these TSMs/CLs as DOT recruitees, for the purpose of NEPP.

3. The matter was taken up with the Administrative Ministry i.e. DOT, who has commented "**Since the Casual Labourers who were granted temporary status did not hold any post under the Govt. of India, the service rendered by them, on casual basis, on need basis cannot be counted as duty under the provisions of FR-26(a). Despite grant of temporary status they were paid wages on actual basis and not the time scale of pay of the regular post. Besides, the provisions of FR are not applicable to the casual employees. By virtue of grant of temporary status they have been extended certain dispensations, as a special case and cannot be allowed all the benefits as available to holders of civil posts. The comparison of casual employees with regular employees is, therefore, not appropriate. DOT has further commented that the need for issuance of P.O. in respect of TSMs was only for the limited purpose of pensionary benefits for the 50% of casual service rendered by them.**"

4. In view of the aforementioned comments of the Administrative Ministry i.e. DOT, the clarification issued vide sl. no. 24 of this Office letter of even no. dated 06/01/2011 may be strictly adhered to by all Telecom Circles.

 08/9/11

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Copy to:-

1. PPS to CMD/All Board of Directors of BSNL
2. DDG (Estt.), DOT
3. All PGMs/GMs/DGMs, BSNL C.O.
4. CSS/Pers.-III/SEA/Civil Wing/Electrical Wing/Arch. Wing, BSNL C.O.
5. Secretary General, BSNLEU
6. Order Bundle
7. OL Section – for Hindi translation
8. ~~BSNL Intranet~~