

BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

TE Section

5th floor, Bharat Sanchar Bhawan, Janpath , New Delhi - 1

No. 27-7/2008-TE-II (Up-gradation)

Dated : 11/09/2012

To

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

SUB: Modification in Non- Executive Promotion Policy (NEPP) issued vide this office letter no.27-7/2008-TE-II dtd.23.3.2010.

Non Executive Promotion Policy for the Non-Executives working in IDA pay scale of NE-1 to NE-10 was issued vide this office letter of even no. dtd. 23.03.2010. After introduction of new NE-12 IDA Scale of Rs.16390-33830/- w.e.f. 22.2.2012, the following modifications are made in the NEPP for according Time Bound Financial Up-gradation to the Non-Executives working in the pay scale of NE-11 :-

(a) Scope :

All regular Non-Executive employees (absorbed or BSNL recruited), who are/were working on regular establishment of BSNL in NE-11 pay scale as on 22/02/2012 and meeting the eligibility criteria of qualifying service required for financial up-gradation to the next higher pay scales shall be given financial up-gradation to NE-12 pay scale.

(b) Qualifying Service Conditions:

The qualifying service conditions for financial up-gradation to NE-12 pay scale would be as detailed in para 3 of NEPP order dtd. 23.03.2010.

(c) Up-gradation Criteria :

The fitness for up-gradation to the NE-12 IDA pay scale will be judged by the following Screening Committee on the basis of performance rating of ACRs/APARs of previous 5 years as per the criteria laid down in para (d) and subject to the condition that the non-executive is free from disciplinary/vigilance angle and no punishment is in currency.

The Screening Committee in this case will be as under :-

Sl. No.	Scale	Composition of Screening Committee
1	Up-gradation from NE-11 to NE-12	1. Officer just below the level of SSA head but not below the rank of SDE as Chairman. (In Circle Office and in SSAs headed by GM and above level officer, the Chairman of the Screening Committee will be of the level of DGM) 2. Officer one level below the level of the Chairman of the Screening Committee 3. Officer one level below the level of the Chairman of the Screening Committee

contd...2/-

One of the members of the Screening Committee must belong to SC or ST category, else, one additional SC/ST member of the level of the member of Screening Committee may be co-opted.

(d) Performance Ratings in ACRs/APARs:-

(i) The fitness of IDA pay scale up-gradation to the NE-12 pay scale will be judged by the prescribed Screening Committee on the basis of performance ratings of ACRs/APARs of the previous 5 (five) years as under :-

Sl. No.	Scale	Category	Grading Criteria
1	NE-11 to NE-12	OC	No Adverse, not more than one Average.
		SC/ST	No Adverse, not more than two Averages.

2. Further, para 4.1 of the NEPP order dated 23.3.2010 is replaced by the following paras:

The review for up-gradation of the IDA pay scale in case of all Non-Executive employees meeting the requisite qualifying service conditions will be done twice in a year. Accordingly, the Screening Committee should follow a time-schedule and meet twice in a calendar year – preferably first week of April and first week of October of a year for advance processing of the cases maturing in the next half year. Accordingly, the following schedule may be adhered to :-

- the cases maturing during second-half (1st July-31 December) of a particular calendar year should be taken up for consideration by the prescribed Screening Committee meeting in the first week of April of that calendar year;
- the prescribed Screening committee meeting in the first week of October of any calendar year should process the cases that would be maturing during the first half (1st Jan-30th June) of the next calendar year.

However, the concerned non-executives may be granted the financial up gradation under NEPP from their actual due dates of up-gradation, after completion of requisite number of years of qualifying service, subject to vigilance clearance as on the date of such up-gradation.

3. **All other provisions of the Non-Executive Promotion Policy (NEPP) issued vide this Office Order of even no. dated 23/03/2010 will remain unchanged.**

This issues with the approval of BSNL Board.


(A. Sinha) 11.9.2012

Asstt. General Manager (Pen. & TE)
Tel. No. 23037477

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