

BHARAT SANCHAR NIGAM LIMITED
CORPORATE OFFICE : BW UNIT
10TH FLOOR, CHANDRALOK BLDG, NEW DELHI

No.PF/Digamber Singh/AD(BW-I)
To

Dated : 08.06.09.

All PCE(C)/ CE(Civil)
BSNL Civil Zones.

Sub.: Implementation of ACP Scheme : Regarding grant of 2nd ACP.

A representation of an Executive from field units has been received wherein it has been mentioned that some Civil Zones have granted 2nd ACP to the Civil Executives without fulfilling the criteria's stated in ACP scheme. On examination of the same it has come to notice that at least one of the Civil Zone has not implemented the ACP scheme in true spirit in respect of grant of 2nd ACP to the Executive's.

The case is brief is as follows :

BSNL has issued its Time bound/ Post based Executive Promotional Policy for Gr'B' level officers vide letter No. 400-61/2004-Pers.I dated 18.01.2007. Its para 1 (I)(d) 7 states that

" Since the first review under Executive upgradation policy is to be made with reference to 01.10.2004, any upgradation due to the Executive on or before 01.10.2004 based on earlier time bound policies, such upgradation will be granted to the Executive on the basis of options as One time relaxation if he/she is willing for such promotion and adjudged fit in accordance with concerned regulatory conditions".

The ACP scheme under the erstwhile DOT scheme also falls under the category of earlier time bound policies. Thus, an Executive can opt for ACP scheme upto 01.10.2004. However, the ACP is to be provided under the erstwhile DOT Scheme.

Accordingly, for grant of 2nd ACP in EE(C) grade DOT's P&T Building Works Service Group 'A' RRs'94 shall be applicable. Since, ACP cases are to be processed in the same manner as promotion to EE(C) grade is to be processed, therefore, all the eligibility criteria are to be fulfilled while processing grant of 2nd ACP cases.

However, clarification No. 14 on the ACP scheme issued vide No. 35034/97-Estt(D)(Vol.IV) dated 10.02.2000 states that

"Upgradations under the scheme are to be allowed on completion of 12/24 years of service counted from direct entry in the Govt employment. If an employee gets first regular promotion on completion of 20 years of service, he will be entitled to second financial upgradation under ACPS on completion of 4 years of service after such regular promotion, though the Recruitment/ Service Rules prescribe higher length of service in the grade for next promotion".

I am directed to request all the field units to implement the ACP scheme in true spirit and process cases from Executives of Civil Wing as per instructions of competent authority issued in this regard and rectify the error, if any.


(S C Garg)
DGM(BW-I)