



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL BRANCH

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

No. 400-54/2017-Pers.I

Dated: 19th March, 2018

To

All the Heads of Telecom Circles/Units, BSNL

Sub:- Applicability of foot note-1 below Schedule IA,IB,IC & ID of BSNL MSRRs- Clarification on implementation thereof.

The undersigned is directed to refer to this office letter No. 400-66/2011-Pers.I dated 27-09-2013 [copy enclosed] whereby it was clarified that once the post based promotion order is issued (*the date of order is relevant*) prior to the schedule of time bound pay upgradation in the same pay scale, the said time bound upgradation becomes in-admissible. Any effort on the part of the executive to delay his joining with an aim to first earn time bound pay upgradation becomes contrary to the promotion policy. Even any extension of time given to any executive for joining the promoted post will not alter the above position. The intent of this clarification issued was to curb the manipulation by some executives from getting extra increment by intentionally delaying joining of post based promotion.

There has been some misunderstanding about the period of impact of the above clarification and some offices or individuals have deemed it to be applicable to period even prior to the promulgation of EPP provisions on 18-01-2007. This is not correct. The manipulation intended to be curbed by the clarification dt. 27-09-2013 cannot occur without the knowledge of EPP provisions. And, the EPP was promulgated on 18-01-2007. The joining of executives in the promoted post prior to the knowledge of EPP notification occurred naturally and settled for the period of time. Therefore, the clarification dt. 27-09-2013 is not applicable to cases of relieving or assumption of charge/joining on promotion prior to 18-01-2007 where the benefits of EPP were not known to any executive.

This issues with the approval of the competent authority.


(Manish Kumar)

Jt. General Manager (Pers)

Copy to:-

1. PPS to CMD, BSNL/ PPS to all functional Directors of BSNL Board.
2. The CVO/PGM/GM(Pers)/(Estt)/(FP)/(BW)/(Civil)/(Elect)/(Arch)/(TF) .
3. All AGMs, (Pers.II)/Pers.I/CSS/Pers.IV, BSNL Corporate Office.
4. DMs, Pension/Pay Bill/L&A/Cash/CSS/Admn/Pers.I/Pers.II/OL
5. Intranet/Order bundle.


[Moolchand] 19/3/2018

Deputy Manager (Pers.I)

(A Govt. Of India Enterprisc)
(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-66/2011-Pers.I

dated: 27th September, 2013

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited

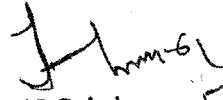
Subject: Applicability of foot note-1 below Schedule IA, IB, IC & ID of BSNL MS RR-2009 - clarification on implementation thereof.

The provisions of time bound upgradation and post based promotions under the EPP and the BSNL MSRR-2009 have become ingrained through practice over a period of time and need no reiteration to that extent. However, it has been noticed that, at times, executives tend to seek unfair advantage by artificially delaying their post based promotion (by not accepting it) beyond a scheduled time-bound pay upgradation in a given scale to get the benefit of one increment under para II (v) of EPP or para 13 of BSNL MSRR. This goes against the spirit and provision of the promotion policies where the time bound scale upgradation has been allowed only when post based promotion (based on vacancy) is not available.

Accordingly, it is clarified that once the post based promotion order is issued (*the date of order is relevant*) prior to the schedule of time bound pay upgradation in the same scale, the said time bound upgradation becomes **in-admissible**. Any effort on the part of the executive to delay his joining with an aim to first earn time bound promotion becomes contrary to the promotion policy. Time bound pay upgradation to any scale as per defined schedule is admissible only if posts based promotion to that scale has not been ordered before its occurrence.

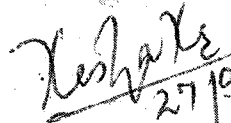
Any extension of time given to any executive for joining a promoted post will not alter the above position. This clarification is applicable to all grades of executives covered by both EPP and BSNL MSRR-2009. (Any transgression of this position in the past may also be reviewed accordingly)

This issues with the approval of competent authority.


(J Srinivasan) 27/9/13
Assf. General Manager (Pers.I)

Copy to:-

- 1) The PPS to CMD, BSNL/ all Executive Directors, BSNL C.O., New Delhi
- 2) The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O.
- 3) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 4) All DMs(PersI/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 5) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 6) Spare copy/Order Bundle.


27/9/2013
(Keshav Kumar)
Deputy Manager (Pers.I)