



BHARAT SANCHAR NIGAM LIMITED
[A Government of India Enterprise]
Corporate Office (Personnel -DPC SECTION)
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1.

File No: 59-04/2014-Pers(DPC) 117

Dated: June 4, 2015

To

All Heads of Telecom Circles/Metro Districts/Maintenance
All Heads of Telecom Projects/Regions/Stores/BRBRBAIT/ALTTC
All Heads of Administrative Units
Bharat Sanchar Nigam Limited

Subject:- Clarification in pay scale up gradation under EPP 2007 in regard to (i) non availability of ACRs/APARs for reckoning period (ii) refusal of promotion and (iii) Minor and Major Penalty cases/criminal prosecution/Sealed cover procedure/vigilance clearance

Doubts raised by various Circle office(s) regarding pay scale up gradation under EPP 2007 on specific issues are clarified as under.

S.No.	Description	Clarification
1	Procedure to assess the suitability of Executives for pay scale up gradation under EPP-2007 in cases where ACRs/APARs are not available or are not written for the reckoning period.	The suitability of the Executives due for pay scale up gradation is to be assessed as per the grading criteria outlined in par 1(c) (3) of EPP-2007. In cases where ACRs/APARs are not available/not written for the reckoning period, instructions contained in DoP&T O. M. No. 22011/5/86 -Estt. (D) dated 10.4.89, 20.06.1989 and corrigendum dated 13 th July, 1989, and 22011/5/2013-Estt(D) dt 9.5.2014, as amended from time to time may be followed. This may be subject to other related guidelines being fulfilled (like taking certificate for non-availability of CR with reasons thereof).
2	Procedure for pay scale up gradation under EPP-2007 in cases where the Executives concerned refuses post based promotion given simultaneously or around the same time	The pay scale up gradation under EPP-2007 is given to the Executives on the due date/review date as per the eligibility, up gradation criteria and general principles laid down therein. The up gradation is granted without prejudice to refusal of post based promotion which shall be settled as per the instructions contained in DP&AR OM 22034/3/81-Estt(D) dated 1 st October, 1981 and other guidelines issued on the subject from time to time.

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3	<p>Procedure for pay scale up gradation pending disciplinary cases of Major and Minor Penalty/criminal prosecution and application of sealed cover procedure/vigilance clearance.</p>	<p>The following letters are self explanatory.</p> <p>(i) Serial No. 1 of Letter No 400-175/2007-Pers.I dated 19.2.2010 dealing with sealed cover envelope/disciplinary/vigilance proceedings</p> <p>(ii) Serial No. 6 of Letter No. 400-147/2009-Pers.I dt. 29.3.2010 dealing with currency of punishment/Vigilance clearance and pending disciplinary/vigilance case as on the date of retirement.</p> <p>(iii) Page 2 of Letter No. 400-164/2012-Pers.I dated 20.9.2012 containing points (a) to (d) dealing with sealed cover proceedings /disciplinary cases of minor penalty commencing beyond the due date of up gradation.</p>
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PSV Rama Rao 4/6/2015
 (PSV Rama Rao)

ASSISTANT GENERAL MANAGER (DPC)
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PSV Rama Rao