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भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

No. 106-08/2013-Arch/126

Dated: 10<sup>th</sup> July 2013

To

**All Chief General Managers**

Subject: - **Executive Promotion Policy (EPP) – Implementation regarding.**

The guidelines regarding grant of time bound upgradation as well as post based promotions have already been issued vide BSNL CO letter no. 400-61/2004-Pers. I dated 18.01.2007 and subsequent clarifications vide BSNL CO letter No. 400-175/2007-Pers. I (Pt) dated 19.2.2010 and No. 400-11/2011-Pers. I(Pt) dated 23.4.2012.

Prior to introduction of time bound IDA pay scale up-gradation policy for Group- B level officers, the financial up-gradation under ACP scheme of Government was being followed in BSNL. Certain representations have been received in this office seeking clarifications with respect to grant of financial up-gradation under ACP scheme of Government/ time bound IDA pay scale up-gradation in case of JTOs (Arch). In this regard, following clarifications are issued:-

1. Any erstwhile Architectural Assistant Grade-II (Pay Scale CDA 5000-150-8000) on grant of 1st & 2nd financial up-gradation under the ACP scheme of Government prior to introduction of time bound IDA pay scale up-gradation Policy in BSNL, referred above, would be placed in the pay scale of Architectural Assistant Grade-I (Pay Scale CDA 5500-175-90000 & Assistant Architect (Pay Scale CDA 7500-250-12000) respectively subject to fulfillment of prescribed conditions.

The hierarchy before restructuring i.e. before 01.12.2001 being ;  
Arch. Asstt. Grade II ----> Arch. Asstt. Grade I -----> Asstt. Architect  
(5000-150-8000) (5500-175-9000) (7500-250-12000)

2. After absorption in BSNL, a JTO (Arch) (erstwhile AA Grade-II (Pay Scale CDA 5000-150-8000) & AA Grade-I (Pay Scale CDA 5500-175-9000) merged & re-designated as JTO) would get IDA scale up-gradation in the pay scale relevant to SDE(Arch), Senior SDE(Arch), Architect etc. in accordance with the hierarchy as available in EPP of BSNL subject to fulfillment of prescribed conditions.

The hierarchy after restructuring i.e., with effect from 01.12.2001 being;  
JTO(Arch) -----> SDE/AE(Arch) -----> Sr. SDE(Arch) -----> Architect  
(9850-250-14600) (11875-300-17275) (13000-350-18250) (14500-350-18700)

The case of Shri M.A K. Zai, SDE(Arch) is affixed herewith as an illustration to be followed by field units in respect of Architectural discipline.

Concerned field offices may correct any anomalous situation as per the case affixed herewith as Annexure- X in their respective offices.

  
10<sup>th</sup> July/13  
(Kishore Kumar)  
Addl. GM (Arch)

Copy to:

1. All Chief Architects / Sr. Architects

CAREER PROGRESSION IN CASE OF SH. M.A.K. ZAI, SDE (ARCH)

ANNEXURE-X

Sl. No.	Date	Level/post	Level/Post	Pay Scale CDA	Pay Scale IDA	Events Promotion	Remarks/Annexorders
1.	16.08.1980	AA Gr.II	IDA	425-15-500-EB-15-560-30-700		Initial appt.	
2.	13.02.1998	AA Gr.I		5500-175-9000		Promotion	Vide order No.2-295-Arch dtd. 16.01.98
3.	01.10.2000	AA Gr.I		5500-175-9000	7830-230-12430	Absorption in BSNL	Vide order No.2004-Arch/41 dtd. 20.04.2004
4.	01.12.2001		JTO(Arch)	6500-200-10500	9850-250-14600	AA Gr.II AA Gr.I merged & re-designated as JTO(Arch)	05-08/2001-Pers.IV dated 27.03.2002
5.	16.08.2004	Asstt. Arch.		7500-250-12000	11875-300-17275	2 <sup>nd</sup> ACP if otherwise permissible	To be treated as 1st up-gradation subject to the condition laid down in BSNL C.O. OM No. 400-61/2004/Pers.I/308 dated 18.01.2007 & C.O order dated 20.05.2010.
6.	30.06.2008		SDE(Arch)		11875-300-17275	On regular promotion as SDE(Arch)	Vide order No. 104-1/2006-Arch dtd. 19.06.08/Pay to be re-fixed as per BSNL C.O letter No.400-29/2007-Pers.I dated 30.05.2007
7.	16.08.2009		Sr SDE(Arch)		1300-350-18250	2 <sup>nd</sup> IDA Scale up-gradation as per BSNL Promotion Policy after 5 years, permissible	Vide BSNL C.O OM 400-61/2004/Pers.I/308 dated 18.01.2007.

  
16/08/13