



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

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 412-13/2013-Pers.I

dated: April 1st , 2013

To

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

Subject: Introduction of Look After Arrangement by executives availing higher scales of pay- proviso and clarification thereof.


Further to this office order No. 412-13/2013-Pers.I(II), dt.22nd March, 2013, on the subject mentioned above, some feedback on the operational aspect of 'Look After Arrangement' has been received in this office. Accordingly, it has been deemed necessary to add the following **proviso** to modalities of 'Look After Arrangement' as below:

1. Circles having no eligible executive under the look after arrangement to man the post of DE or DGM, may temporarily resort to manning such posts by the senior executives in the next lower scale till the availability of executive of appropriate scale.
2. Wherever a senior executive [w.r.t. all India seniority list] in a circle is not eligible purely due to pay scale under this arrangement as compared to his junior, such seniors may also be deployed for look after arrangement in relaxation of these rules till further order.

Also, following clarification in the matter will facilitate the issues:

1. It may be categorically clarified that the 'Circle seniority' has to be derived for the executives within a circle w.r.t their standing in the 'All India seniority list'.
2. Further, it also needs to be clarified that the phrase "to mandate" in second para of the order dt.22-March-2013 stands for putting in place an arrangement for being exercised by CGMs. In no way it carries the sense of 'mandatory'.

This issues with the approval of the Competent Authority.


(R. K. Verma) 1/4/2013

Asst. 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.


01/4/2013

(Keshav Kumar)
Deputy Manager (Pers.I)