



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

**CORPORATE OFFICE**

**TE Section**

5th floor, Bharat Sanchar Bhawan, Janpath, New Delhi -1

F. No. 13-2/2010-TE

Dated: 14 -11-2011

To

All Heads of Telecom Circles,  
Metro Districts & Administrative Units,  
Bharat Sanchar Nigam Limited.

**SUB:** Non-Executive Promotion Policy (NEPP) for employees in the IDA pay scales of NE-1 to NE-10 of Bharat Sanchar Nigam Limited. – Clarifications thereof.

Kindly refer to this Office letter No. 27-7/2008-TE-II dated 23/03/2010, vide which Non-Executive Promotion Policy (NEPP) of BSNL was circulated. This office has received letters from various Non-Executive Unions as well as various Telecom Circles, seeking clarifications with regard to implementation of NEPP.

The matter has been examined in this Office and it has been decided to issue additional clarifications, duly approved by the Competent Authority, enclosed as **Annexure** for further necessary action.

This is in continuation of this office letter of even No. dated 28.09.2011.

**(Harsh Vardhan Singh)**

Addl. General Manager (Estt.)

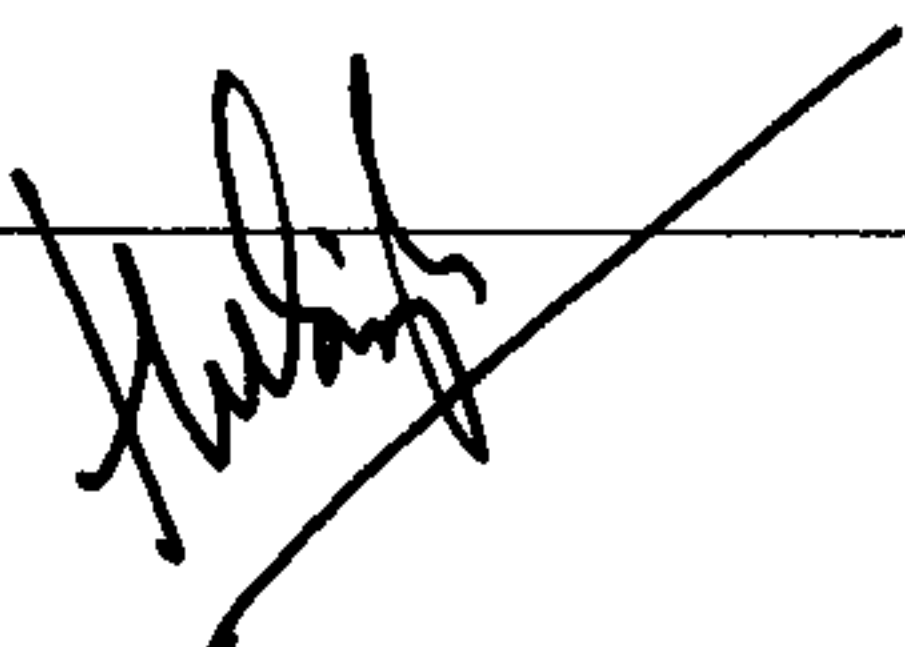
TEL/FAX. NO. 23715155

Enclosure: Annexure

- Copy to:-
1. PPS to CMD/All Board of Directors of BSNL
  2. DDG (Estt.), DOT
  3. All PGMs/Sr. GMs/GMs/DGMs, BSNL C.O.
  4. CSS/Pers.-III/SEA/Civil Wing/Electrical Wing/Arch. Wing, BSNL C.O.
  5. Secretary General, BSNLEU
  6. Order Bundle
  7. OL Section-for Hindi translation
  8. BSNL Intranet

**ANNEXURE**

S.No.	Points raised	Clarification issued
1	Whether the LDCs (TA), appointed in BSNL on or after 01/10/2000 and converted as TOAs (G) w.e.f. 01/07/2004 and have opted for NEPP, can be given Sr. TOA (G) promotion on availability of vacancies in Sr. TOA (G) before completion of 8 years of regular service ?	As per the instructions contained in Para 6.4 of NEPP Order dated 23/03/2010, upgradation in pay scale availed by the official by way of conversion as TOA (G) w.e.f. 01/07/2004 is to be treated as the first upgradation under NEPP.  Post based promotion covers under Para II (page-6) and Para 6.5 of NEPP and as per the concerned RRs.
2.	How the cases of the officials, who are working in a substantive non-executive post but are drawing the executive pay scale of E-1/E-1A due to grant of ACP, are to be regulated ?	As per para 1.1 of NEPP order, it is applicable to regular establishment of Non-Executives who are in NE-1 to NE-10 pay scale
3	Whether Special Grade, Grade I and Grade II promotion of Motor Drivers come under the purview of post based promotion?	Yes. Special Grade, Grade I and Grade II promotion of Motor Drivers come under the purview of post based promotion.
4	If so, whether the grade promotion to Motor Drivers can be implemented along with NEPP?	Yes. Post based promotion will continue along with the NEPP in the cadres where post based promotion exists. Instructions contained in item II (page-6) of NEPP may be followed.
5	If TTAs opt to continue in OTBP/BCR/Gr. IV promotion policy, what will be the OTBP/BCR/Gr. IV pay scales for TTAs ?	As per Para 5.2 of NEPP order the promotion of such person who opt to continue in his/her erstwhile time bound promotion scheme viz. OTBP/BCR/Grade-IV/ACP etc. will be governed by the provisions of such schemes as existed on 01/10/2000.
6	Some TOAs (G) drawing NE-8 as on 01/10/2000 got BCR promotion in PRC pay scale of NE-9 on 16/12/2006 and then promoted on completion of 26 years of service in RC scale of NE-10 on 07/05/2007. Whether such officials are eligible for first upgradation in NE-9 w.e.f. 01/10/2004 as per Para 3.2 (a) and 6.4 of NEPP Order dated 23/03/2010?	Yes. As per the provisions of Para 6.4 of NEPP Order dated 23/03/2010, these officials may opt for first upgradation under NEPP w.e.f. 01/10/2004 by foregoing the promotion already availed under their erstwhile promotion policy etc.



7	If yes, whether the promotion in RC pay scale of NE-10 is to be treated as second upgradation under NEPP even though it is made effective before completion of 7 years as per Para 3.2 (b) or otherwise ?	Guidelines contained in Para 6.4 of NEPP order may be followed.
8	Whether RMs and other Group 'D' employees, who have been granted IDA pay scale of Lineman i.e. NE-4 or NE-5, as the case may be, after 01/10/2000, as they have not been promoted to Telephone Mechanic cadre due to non-availability of posts, can be considered for next higher IDA pay scale upgradation from the existing IDA pay scale they are drawing?	Para 6.5 & 6.6 of NEPP order may be followed.
9	If not, how their promotion will be regularized and taken up under NEPP?	
10	Basic grade pay scale as well as OTBP pay scale of TTA cadre is same. In this case, whether OTBP already availed by TTAs after 01/10/2000 is to be treated as second upgradation under NEPP?	Para 5.2 & 6.4 of NEPP order may be followed.

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