



8/1/13

BHARAT SANCHAR NIGAM LIMITED  
[A Government of India Enterprise]  
CORPORATE OFFICE  
PERSONNEL (DPC) SECTION

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Jan path, New Delhi-1.

No. 451-15/2013-Pers (DPC) / 14

Dated: 09.07.2014

To

All heads of telecom Circles &  
Other Administrative Units of BSNL.

Sub: Below Bench Mark Grading in ACRs for the period 2007-08 to 2012-13 and Objective consideration of representation by the competent authority against Remarks in ACR/APAR or up gradation of the final grading – Regarding Promotion from AGM/DE(T)(Regular) to DGM (T) on Adhoc basis.

The preparatory work of CPC for promotion to the grade of DGM (T) on Adhoc basis is under process in this office. The ACR/APARs from the year 2007-08 to 2012-13 have been received and examined for the said purpose.

As per instructions contained in BSNLMS RR, 2009; the bench mark grading for considering the officers for promotion to the grade of DGM(T) is “Very Good, no Adverse, not more than one Good” in case of OC category and “Very Good, no Adverse, not more than two Good” in case of SC/ST category.

In the DOP&T letter No. 21011/1/2010-Estt.A dated 13.04.2010, the case of below bench mark, if any, has to be communicated to the executive concerned for representation and for its further objective consideration by the competent authority for upgrading of below bench mark case if found otherwise suitable.

It is, therefore, requested to take action in such cases as per list enclosed after verification of the ACRs from the ACR dossiers and intimate the decision of the competent authority to this office at the earliest so that the CPC is convened in time. It is also requested further to furnish a shown certificate to the effect that the executive concerned has gone through the ACR/APAR.

In addition to below bench mark cases as explained above, there may be some discrepancies/shortcomings like “Not Reviewed”/ “Not Available” of some period of ACRs. In such cases, the reviewed copy of non reviewed ACR & ACR/APAR for missing period after taking action on below bench mark grading, if any may be sent otherwise, a certificate to the effect that ACR/APAR can't be reviewed/not available in such cases may be sent.

This is urgent please.

Encls: As above

P.S.V. Rama Rao 9/7/14

(P.S.V. Rama Rao)

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