



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

4<sup>th</sup> floor, Bharat Sanchar Bhawan, New Delhi

No. 437-01/2013-Pers.I

Dated : 21.01.2014

To,

CGM, Eastern Telecom Region,  
Telecom Kendra (8<sup>th</sup> Floor), P-10,  
New CIT Road, Kolkata- 700073.


Subject:-Disciplinary Authority for awarding major penalty to a non- executive Group-C official in case of non-availability of DGM level officer- regarding.

The undersigned is hereby directed to refer to your office letter dated 31-10-2013, whereby it was requested to intimate the authority competent to award punishment w.r.t. non- executives in cases of non- availability of a JAG level executive. It was also informed that presently, the JAG level posts are being manned on look- after basis, which are not vested with statutory powers.

The case has been examined and it is hereby clarified that the situation has already been taken care of in the BSNL CDA Rules, 2006 (both older & latest versions) where the SCHEDULE of APPOINTING, DISCIPLINARY, APPELATE AND REVIEWING AUTHORITIES IN BSNL FOR NON- EXECUTIVES (copy enclosed) prescribes under Note (2) that, "Where officers of the level indicated in the schedule are not available, then the officers in the higher scale(s)/ grade shall exercise the powers."

Such cases may be settled accordingly.

Encl. Same as above

  
J. Srinivasan  
AGM(Pers.I) 21/1/14

Copy :

- 1) A copy of the same to be placed on BSNL Intranet portal.

**SCHEDULE OF APPOINTING, DISCIPLINARY, APPELATE AND REVIEWING AUTHORITIES IN BSNL**

**FOR NON-EXECUTIVES**

**(FOR ABSORBED GROUP 'C' & 'D' & EQUIVALENT DIRECTLY RECRUITED NON-EXECUTIVES)**

Sl.No.	Group Category & Pay Grade	Appointing Authority	Disciplinary Authority		Appellate Authority for Major Penalty & Reviewing Authority for Minor Penalty	Reviewing Authority for Major Penalty
			Minor Penalty	Major Penalty & Appellate Authority for Minor Penalty		
1.	NE-1 to NE-4*, (Group 'D') Maximum of scale up to Rs.6, 200/-	STS Group 'A' / DE/CAO/ Equivalent officer.	JTS Group 'A' / SrSDE/SDE/ SrAO/AO/ Equivalent officer.	STS Group 'A' / DE/CAO/ Equivalent officer.	DGM concerned/SE/ Equivalent officer.	GM concerned/CE/ Equivalent officer.
2.	NE-5 to NE-11*, (Group 'C') Maximum of scale up to Rs.12, 245/-	DGM concerned/SE/ Equivalent officer.	STS Group 'A' / DE/CAO/ Equivalent officer.	DGM concerned/SE/ Equivalent officer.	GM concerned/CE/ Equivalent officer.	CGM concerned/ Equivalent officer.

**Note:**

- (1) All above mentioned officers and their equivalents shall exercise the powers of disciplinary authorities in respect of employees working under them. (including officers on deputation/deemed deputation).
- ✓ (2) Where officers of the level indicated in the schedule are not available, then the officers in the higher scale(s)/grade shall exercise these powers.
- (3) These authorities are for all Non Executive employees in all wings, i.e. Civil, Electrical, Arch., Finance & Telecom.
- (4)\*An appeal against an order of punishment specified in Rule 33 of the BSNL Conduct/Discipline and Appeal Rule 2006, shall henceforth be made by the concerned office bearer of the recognized union/association to the Director(HR), BSNL Board under the provisions of Rule 46(3) of the BSNL Conduct/Discipline and Appeal Rule 2006.
- (5) (i) "CGM or equivalent" will also include Officer holding or entrusted with the charge of the office of CGM or equivalent, provided that the charge is for not less than 45 days.  
 (ii) "GM or equivalent" will also include Officer holding or entrusted with the charge of the office of GM or equivalent, provided that the charge is for not less than 45 days.  
 (iii) Equivalent means equivalent Officer in the concerned wing, i.e. BSNL Finance, Civil, Electrical, Architecture, etc.

(As amended vide notification no. 10-5/2012-WS&I Dated 24.01.2013)

Equivalent to Cadre in CDA/Categories of Non Executives*	Scale of Pay Scale In CDA	Corresponding IDA Pay scale
NE-1	2550-55-2660-60-3200	4000-120-5800
NE-2	2610-60-3150-65-3540	4060-125-5935
NE-3	2650-65-3300-70-4000	4100-125-5975
NE-4	2750-70-3800-75-4400	4250-130-6200
NE-5	3050-75-3950-80-4590	4550-140-6650
NE-6	3200-85-4900	4720-150-6970
NE-7	4000-100-6000	5700-160-8100
NE-8	4500-125-7000	6550-185-9325
NE-9	5000-150-8000	7100-200-10100
NE-10	5500-175-9000	7800-225-11175
NE-11	6500-200-10500	8570-245-12245

Note : These Authorities will come in to force with effect from date of absorption/appointment of the employee in the company.