



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

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-164/2012-Pers.I

dated: September 20, 2012

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

Subject: Regarding time bound IDA scale upgradations and grant of NF grade under Executive Promotion Policy [EPP] and BSNL MS RR-2009 respectively – guidelines regarding consideration of the period of performance review.

Reference is invited to BSNL CO's clarifications, issued vide letter no. 400-175/2007-Pers.I dated 19.02.2010 [Para 1] and no. 400-147/2009-Pers.I dated 29.03.2010 [para 6] regarding consideration of the period of performance review for time bound IDA scale upgradation w.r.t. the vigilance profile of an executive. There have been numerous cases where executives have been denied time bound IDA scale upgradation/NF grade on the **due date**, either under EPP or under BSNL MS RR-2009, in the following cases:-

- A. The executive was clear from vigilance angle during the period of review [five years] as well as on the date when time bound upgradation was due but vigilance/disciplinary case erupted in the subsequent period and remained pending till the meeting of CPC/Screening Committee.
- B. The executive was clear from vigilance angle during the period of review [five years] as well as on the date when time bound upgradation was due but a charge sheet developed later leading to imposition of a penalty which either ended before the DPC or was in currency when the DPC met.

Affected executives have been representing their case and some have even gone to Courts of Law. Some of these cases have not withstood judicial scrutiny on the ground that the period of review leading to the due date of time bound upgradation has been free from any disciplinary/vigilance case.

The matter has been reviewed in the background of the judicial rulings and also the recent EPP guidelines for advance processing of such cases issued vide letter no. 400-61/2004-Pers.I(pt.II) dated 10.10.2011. As per the said guideline, where advance processing of time bound upgradations is mandatory, in all future cases, the vigilance angle would be seen only for the period of performance review and up to the due date. Any disciplinary case arising in the career of the executive after the due date of time bound upgradation will not affect the outcome of CPC/Screening Committee.

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Accordingly, it has been decided to modify the processing of time bound upgradations under the EPP or grant of NF grade under the BSNL MS RR-2009 as below :-

- a. All cases of time bound IDA pay upgradation/ non functional upgradation may be caused to be processed preferably in advance.
- b. Only the period of performance review leading to the due date of upgradation may be assessed for vigilance clearance. **Sealed cover proceedings will be applicable only if the relevant condition(s) is attracted on the due date of time bound IDA scale upgradation/non-functional upgradation or on the date of meeting of the Screening Committee/CPC if it is held in advance.**
- c. Disciplinary cases of minor penalty, emanating beyond the due date of time bound upgradation, may not affect the grant of time bound upgradation.
- d. Past cases under the EPP effective from 01-10-2004 (when previous GOI schemes ended), if any, may be reviewed in accordance with these guidelines. Also, cases of NF grade upgradations/promotions under the BSNL MSRR-2009, effective from 11-06-2009, coming under the instant guidelines may be reviewed in the light of these guidelines.

[Note: Cases not conforming to these prescriptions may not be considered without a reference to Corporate Office]

However, post-based promotions shall continue to be governed by the existing DoP&T guidelines on DPC procedure and nothing in this order shall apply in such cases.

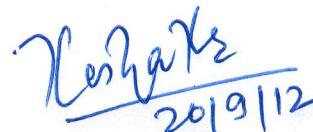
This has the approval of CMD, BSNL.


(R. K. Verma) 20/9/2012

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.


20/9/12

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