



(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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