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भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

No. HR-III / TBP / 2016/ 24 Dated at Trivandrum the 19/4/2017

Sub: Time bound Ugradation to executives  
Ref: BSNL CO No. 400-61/2004-Pers dt. 18/01/2007&30/05/2007 .

Consequent on the issue of Time Bound Promotion Policy by BSNL CO vide letters cited under reference and subsequent clarifications issued there on, Approval of Chief General Manager , Kerala Circle, Thiruvananthapuram is hereby conveyed for placing the executives as per Annexure who have been found eligible by the screening committee , in the upgraded IDA pay scale of Rs. 32900-58000 with respect to the date of review mentioned therein.(E4-E5)

The date of eligibility for upgradation should be as per the guidelines issued vide BSNL CO order no. 400-61/2004-Pers.I dated 18<sup>th</sup> January 2007.

The upgradation of the executives will be under the following terms and conditions.

The pay of the above executives who have been granted scale upgradation shall be fixed under the provision of letter No.1-50/2008-PAT(BSNL) dated 5/3/2009. In case of any anomaly, the fixation in the higher scale will not be given effect and the case may be referred to this office. They shall exercise option for fixation of pay as per rules within one month.

There will be no change in the substantive status, designation, duties and responsibilities of the executives, unless any change is ordered in any specific context.

The time bound upgradation of IDA pay scale of the executive under the policy is personal to the executive concerned. So no claim whatsoever can be made by comparison on grounds of Seniority, Class, Community, Cadre, Stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation , substantive status etc.

Accounts section should confirm that all these Executives have completed their mandatory training/exam for their earlier upgradation in time. These facts should be verified from Service Books before implementing this pay fixation. If it is not done within the stipulated period necessary action may be carried out as per EPP order and subsequent clarifications issued from time to time.

The executives whose pay is upgraded to next higher IDA pay scale will have to compulsorily undergo ON LINE examination for upgradation as prescribed for being eligible for drawal of 2<sup>nd</sup> increment in the upgraded IDA scale. It is to be completed

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within a period of two years from the date of issuance of time bound IDA scale upgradation order to the higher scale. However, the executives who have already retired or are retiring within a period of two years from the date of issuance of timebound IDA scale upgradation order, shall be exempted from such exam. The executive who fails to successfully undergo the prescribed ONLINE EXAM will not be eligible for consideration of next IDA scale upgradation even if he/she is due for upgradation otherwise.

The responsibility of completion of mandatory examination fully rests with the individual executive.

In case any discrepancy is observed in the due date of review in respect of any executive the order should not be implemented in respect of the executive and the matter should be intimated and concurrence should be obtained from this office.

If any disciplinary/vigilance case is pending/contemplated against any of the executives who have been placed in the upgraded IDA scale the same may be intimated before implementation of this order for the particular executive.

*Mash B*  
*19.4.17*

सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)  
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Copy to:

1. PGMT EKM
2. GMT TVM/PTA/PGT/CLT/KTM/MLP/TCR/KLM- -If there is any change in the SSA/Unit due to transfer etc:- suitable corrections may be made at your end under intimation to this office.
3. All GMs in Circle Office
4. Officers Concerned
5. AO(Est-I)/AO(Cash), O/o CGMT TVM
6. SDE(Est), O/o CGMT TVM
7. GF/PF.