

# **BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

CORPORATE OFFICE

[PERSONNEL BRANCH]

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi- 110 001

No. 400-55/2016-Pers.I

Dated: 23<sup>rd</sup> OCT-2019

To

**All the Heads of Telecom Circles/Units, BSNL**

**Sub:- Clarification regarding grant of 1<sup>st</sup> Time Bound Upgradation under Executive Promotion Policy [EPP] for Gr. 'B' equivalent absorbed officers in BSNL.**

This has reference to DoT letter number 40-14/2019-Pen(T) dated 21<sup>st</sup> May, 2019 seeking certain clarification regarding grant of 1<sup>st</sup> Time Bound Upgradation, etc. under the provisions of Executive Promotion Policy (EPP) promulgated vide BSNL CO order dated 18-01-2007. It may be seen that the first query with regard to periodicity of 1<sup>st</sup> time bound upgradation has already been clarified in previous clarification dated 18-03-2011 (para 2(ii)) under EPP (copy enclosed) in the following terms:

*It is also to clarify that first IDA pay scale upgradation, in the cases of all those executives whose basic pay do not touch/cross the lowest of the higher IDA pay scale in four years, will be given from the due date on which their basic pay in the current IDA pay scale touch/cross the lowest of the higher IDA scale or after completion of six years of service in the current IDA pay scale, whichever is earlier.*

It is again clarified that the first time bound upgradation under EPP being formulaic becomes due after four years and is granted from the date of touching of the minimum of next higher IDA scale in a period of 4 to 6 years in a scale or after 6 years as maximum limit. Whereas, the subsequent time bound upgradation/s (i.e. 2<sup>nd</sup> or subsequent) follows a flat time period of 5 years in a given scale.

As regards other query regarding mention of pre-revised IDA pay scales in EPP notified on 18-01-2007, it is understood that revision of pay scales when effectuated are universal and it brings changes in relevant RRs or Promotion Policies, etc. mutatis mutandis.

The pay/pension cases (previous/present) of the affected executives may be settled accordingly.

This is issued with the approval of the competent authority.

[Thakur Singh]

Astt. General Manager (Pers. Policy)

Copy to:-

1. PPS to CMD, BSNL/ PPS to all Board of Directors, BSNL.
2. PPS to CVO BSNL
3. CGM(BW)/CGM(E)/CGM(Arch)/PGM(Pers)/ Sr. GM(Estt.), BSNL CO
4. All PGMs/Sr. GMs/GMs, BSNL Corporate Office.
5. Director (Staff)/Director(PSU)/US(Pension), DoT, Sanchar Bhavan, New Delhi- with the request to issue instructions afresh in this regard to CCAs under their control.
6. BSNL Intranet.

[Mool Chand]

Dy. Manager (Pers. Policy)



BHARAT SANCHAR NIGAM LTD.

CORPORATE OFFICE, PERSONNEL – I SECTION  
4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-61/2004-Pers.I (pt.II)

Date:- 18<sup>th</sup> March, 2011

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

**Subject:- Time Bound scale upgradation under Executive Promotion Policy on revised and provisional IDA pay scales of executives (JTO/JAO etc.) as per 2<sup>nd</sup> PRC effective from 1.1.2007.**

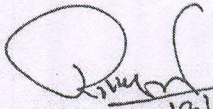
On the proposal of BSNL for revision of IDA pay scales of E1A, E2A and E9A w.e.f. 01.01.2007 in respect of Board Level and below Board Level Executives and Non-Unionized Supervisors of BSNL, DoT vide its letter no. 61-02/2010-SU dated 24<sup>th</sup> January, 2011 has given its observations on the proposal, with the approval of Secretary(T) as below:-

- (i) Case of E1A & E2A scales is not justified.
- (ii) No merit has been found in the case of E9A scale.

In the above scenario, the earlier instructions issued vide this office letter of even number dated 08.04.2010 on the subject are withdrawn. It has now been decided that -

- (i) The first and subsequent IDA pay scale upgradation will be provisionally granted to the executives, working in the provisional IDA pay scale of E1/E1A and E2/E2A scale, as per attendant conditions of Executive Promotion Policy, as is being done in the cases of other executives working in E-3, E-4 and E-5 IDA scale. This will be subject to further revision of scale of E1A/E2A, if any agreed by BSNL management in this regard.
- (ii) It is also to clarify that first IDA pay scale upgradation, in the cases of all those executives whose basic pay do not touch/cross the lowest of the higher IDA pay scale in four years, will be given from the due date on which their basic pay in the current IDA pay scale touch/cross the lowest of the higher IDA scale or after completion of six years of service in the current IDA pay scale, whichever is earlier.

This issue with the approval of the Competent Authority.

  
(R. K. Verma) 18/3/2011

Assistant General Manager(Pers.-I)

Copy to:-

- 1) The PPS to CMD, BSNL, New Delhi
- 2) The PPS to all Directors, BSNL Board, New Delhi
- 3) All Executive Directors, BSNL C.O., New Delhi
- 4) The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O.
- 5) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 6) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 7) All AMs, Pers. I Section.
- 8) Spare copy/Order Bundle.