



No 400-172/2015 Pers I

Dated 2nd Sept, 2015

To

All heads of Telecom Circle
Metro Districts/Maintenance Region/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited.

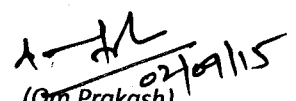
Subject: Clarification on various points/issues relating to the Executive promotion Policy

On receipt of reference from cadre controlling authority of Telecom Finance, regarding status of AAO and Sr AO for time bound promotion or post based promotion in EPP in BSNL, which was earlier clarified in para 5 issued vide this office letter 400-175/2007-Pers.I dated 19.02.2010, following modifications are hereby issued :

Sr. No.	Issue Raised	Clarification						
1.	<p>What should be the residency period i.e. whether 4 yrs or 5 yrs in below mentioned cases? The dates of promotions are between 01.10.2000 to 01.10.2004.</p> <table border="1"><thead><tr><th>Lower Post</th><th>Higher post</th></tr></thead><tbody><tr><td>JAO</td><td>AAO</td></tr><tr><td>AO</td><td>Sr. AO</td></tr></tbody></table>	Lower Post	Higher post	JAO	AAO	AO	Sr. AO	<p>The post based promotions to the cadre of AAO/Sr. AO allowed by DoT/BSNL during the period from 1st Oct, 2000 to 30th Sep 2004 may be treated as POST BASED promotion in EPP only for the purpose of counting as a residency period for 1st time bound up-gradation. Hence, first time bound up-gradation to such executives be governed as per clause [3][3.1] under the heading "FIRST up-gradation" in EPP. Due benefits be allowed to the affected executives in the grade of AAO / Sr AO, who have been put in loss.</p>
Lower Post	Higher post							
JAO	AAO							
AO	Sr. AO							

The above clarification is issued in respect of AAO and Sr AO, who have been promoted to the grade by DoT/BSNL during 01.10.2000 to 30.9.2004.

This issues with the approval of Director (HR).


(GM Prakash)
Asstt. General Manager (Pers.I)
BSNL CO.