



Annexure - II

No. 15-07/2011-Pers-II

BHARAT SANCHAR NIGAM LIMITED

[A Government of India Enterprise]

CORPORATE OFFICE

PERSONNEL-II SECTION

Bharat Sanchar Bhawan, 4th Floor, Janpath, New Delhi -110 001.

Dated: 18th August, 2015.

To

All Heads of Telecom Circles/Metro Districts,
Maintenance Regions/Project Circles etc.
Bharat Sanchar Nigam Limited,

Sub: Clarification in respect of implementation of policy guidelines issued by BSNL C.O. in respect of PA/PS of BSNL field units – regarding.

Consequent upon issues raised by BSNL Associations/Unions/representations of officials addressed to the CMD, BSNL and the representatives of the applicants to OA No.142/2011 in respect of fixation of pay of PA/PS by Tamilnadu, Karnataka and STP during the personal hearing by CMD BSNL on 15.05.2012 and as per the feed back received from the circles and the second meeting held with the representative of associations by CMD on 11.10.2012 to look into the issues raised during the personal hearing dated 15.05.2012, the issues relating to PA/PS of BSNL field units have been examined by this office in detail and are clarified as under:

(a) CLARIFICATION REGARDING GRANT OF OPTION FACILITY UNDER EPP TO GRADE I & GRADE II STENOGRAPHERS WHO BECAME PAs ON 1.1.2004 CONSEQUENT UPON RESTRUCTURING OF THE STENOGRAPHERS CADRE OF BSNL FIELD UNITS.

Clarification:- There were three categories of Grade I & Grade II Stenographers working in BSNL field units who were made PAs i.e., Executives w.e.f. 1.1.2004 due to restructuring of the Stenographer's Cadre of BSNL field units.

Category I:- Some of such Grade I & Grade II Stenographers have been granted ACP prior to 1.1.2004 i.e., prior to becoming PAs (executives) w.e.f. 1.1.2004.

As these Grade I & Grade II Stenographers became PAs (i.e. executive) w.e.f. 1.1.2004, they are regulated as per Executive Promotion Policy (EPP) w.e.f. 1.1.2004. Under Clause 1(I)(d)(7) of EPP it is stated that "any upgradation due to the **Executive** on or before 01.10.2004 based on earlier time bound policies, such upgradation will be granted to the executives on the basis of options as one time relaxation.....".

In this category of case, the ACP has already been granted to the **non executive** i.e., Grade I & Grade II Stenographers prior to 1.1.2004 under earlier GOI Time Bound Promotion Policy, therefore, clause 1(I)(d)(7) of EPP i.e., grant of one time option facility cannot be made applicable to these Grade I & Grade II Stenographers of BSNL field units as they have been granted ACP prior to 1.1.2004 in the non-executive grade.

Category II:- Some of the Grade I & Grade II Stenographers who became PAs w.e.f. 1.1.2004 have been granted ACP during the period 1.1.2004 to 30.09.2004. Since these Grade I & Grade II Stenographers have already been granted the status of an Executive w.e.f. 1.1.2004, they are regulated as per the provisions of EPP w.e.f. 1.1.2004. Therefore, option facility under clause 1(I)(d)(7) is applicable to them as ACP was due to them i.e. **executive** during the period 1.1.2004 to 30.9.2004 and not prior to 1.1.2004 as applicable in Category I cases.

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Category III:- Some of the Grade I & Grade II Stenographers were granted ACP on or after 1.10.2004 on the basis of this office order No.25-5/2005-Pers.II dated 12.09.2005 as EPP was not finalized during that period and was issued only on 18.01.2007.

On finalization and implementation of EPP issued vide BSNL C.O. letter dated 18.01.2007, provisions with regard to arrangements like In-situ/ACP or any other time bound promotion/upgradation scheme of Govt. set up was withdrawn w.e.f. 1.10.2004 [refer clause 1(I)(d)(7) of EPP].

Accordingly, those Grade I & Grade II Stenographers who became PAs w.e.f. 1.1.2004 and granted ACP w.e.f. 1.10.2004 onwards are not eligible for the same as it has been discontinued w.e.f. 1.10.2004 as per clause 1(I)(d)(7) of EPP. Since, these PAs are not eligible for ACP, question of option does not arise.

(b) CLARIFICATION REGARDING GRANT OF RESIDENCY PERIOD TO GRADE I & GRADE II STENOGRAPHERS WHO BECAME PAs ON 1.1.2004 CONSEQUENT UPON RESTRUCTURING OF THE STENOGRAPHERS CADRE OF BSNL FIELD UNITS.

Clarification:- BSNL C.O. vide letter No. 400-61/2004-Pers.I(pt.I) dated 23.8.2011 have already granted residency period w.e.f. 1.10.2000 to Stenographers Grade I & Grade II of BSNL field units who were made PAs w.e.f. 1.1.2004.

However, as the benefit extended was only to grant residency/eligibility for 1st Time Bound Promotion, the pay of these officials shall continue to be fixed in their respective non-executive pay scales prior to 1.1.2004 (i.e., 1.10.2000 to 31.12.2003), and as clarified in BSNL C.O. order No.400-61/2004-Pers.I dated 24.8.2007, there would not be any notional fixation of pay etc. in the Executive/PA grade from 1.10.2000 to 31.12.2003 in respect of these officials.

Further, the residency period of Grade III Stenographers of BSNL field units who were promoted to the post of Grade II Stenographers during the period 1.10.2000 to 31.12.2003 shall commence from the date on which they became Grade II Stenographer as restructuring was confined i.r.o. Grade I and Grade II Stenographers only and was not meant for Grade III.

(c) CLARIFICATION REGARDING GRANT OF ACP TO GRADE I & GRADE II STENOGRAPHERS WHO BECAME PAs ON 1.1.2004 CONSEQUENT UPON RESTRUCTURING OF THE STENOGRAPHERS CADRE OF BSNL FIELD UNITS.

Clarification: BSNL C.O. vide letter No.25-5/2005-Pers.II dated 12.09.2005 and reiterated subsequently under letter No.15-70/2007-Pers.II dated 21.04.2009 have already extended the benefit of ACP schemes to those Stenos/PAs who have completed 12/24 years of services and fulfill the instructions/conditions outlined in the ACP scheme of the Government of India. **This scheme has been discontinued w.e.f. 1.10.2004 in respect of all executives of BSNL as outlined in para 1(I)(d)(8) of EPP dated 18.1.2007.**

Further, Stenographers/PAs who were granted financial upgradation under the ACP Scheme in the old pay structure were also brought over to the respective restructured IDA scale w.e.f. 1.1.2004 without any change in their substantive status.

Therefore, ACP scheme have already been extended to the Grade I & Grade II Stenographers who became PAs w.e.f. 1.1.2004 and those Grade I & Grade II Stenographers who were granted ACP prior to 1.1.2004 have also been brought over to the restructured IDA scale w.e.f. 1.1.2004.

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4.The representatives also raised a new issue of grant of scale of Rs.9850-250-14000(IDA) to Ist ACP holders and scale of 11875-300-17275(IDA) to 2nd ACP holders to Grade-II and Grade-I Stenographers who became PAs as on 1.1.2004. They also stated that Ist & IInd ACP holder prior to 1.1.2004 have been granted the scales of 9850-250-14600 & 11875-300-17275 by all other Circles, whereas in Kerala all Ist & IInd ACP holders prior to 1.1.2004 have been placed in the scale of 9850-250-14000/-. This matter has been discussed and it has been decided to wait for the outcome of the court case pending on the issue in the Hon'ble CAT Ernakulam.

5.CMD, BSNL during the meeting on 11.12.2012 directed to take all corrective measures so that aberration of the policies by the Circles are set right and the Circles may also resort to recovery of amount from the officials which has occurred due to wrong implementation of policies by the Circles. CMD also directed to make the recovery in instalments.

In view of the position explained above, all the Circles where there have been wrong implementation of EPP guidelines/restucturing order/ACP Orders issued by BSNL C.O., are required to take corrective measures. Such corrective measures may also be taken in the cadres where similar situation prevails.

This issues with the approval of CMD BSNL.

Yours faithfully,

Parimal Kumar
18.8.15

(Parimal Kumar)

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