



# **Bharat Sanchar Nigam Ltd.**

(A GOVT. OF INDIA ENTERPRISE)

**CSS SECTION**

4th Floor, Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110001.

No. 106-2/2011-CSS

Dated, the 6<sup>th</sup> December, 2013

## **OFFICE MEMORANDUM**

Subject : Extension of benefit of Time Bound Pay Scale upgradation under the 'Promotion Policy' to non-executives granted executive scale(s) under the erstwhile A.C.P. Scheme in BSNL. - regarding.

---

The issue of extending the benefit of Time Bound upgradation in I.D.A. Pay Scale(s) to a section of non-executive employees in BSNL who are in executive pay scale(s) upto and on or after 1.10.2000 by virtue of grant of upgradation under the erstwhile A.C.P. Scheme and hence not covered within the scope of E.P.P/N.E.P.P. has been under consideration for some time.

2. The Board of Directors of BSNL in their 150th meeting held on 30.9.2013 have approved the proposal in principle for grant of Financial upgradations to non-executives in executive IDA pay scale provided that (a) it does not come in conflict with NEPP and EPP ; and (b) no other employee or group of employees are adversely affected by this decision.


3. Accordingly, the decision of the Board of Directors of BSNL is hereby conveyed for grant of Financial pay scale upgradations, subject to the maximum of two, to non-executives employees who are already in the executive IDA pay scales on grant of pay upgradation(s) under the erstwhile A.C.P. Scheme in a span of 24 years of service, combined or otherwise, rendered in DoT/and or in BSNL with one upgradation each at the interval of 12 years and followed by grant of one increment, on completion of 7 (seven) years service counted from the date of grant of second pay scale upgradation subject to the following conditions.

- i) the number of pay upgradation(s) already granted to the non-executives concerned in the IDA pay scale terms under the erstwhile A.C.P. Scheme shall be taken into account in determining the eligibility of the 'benefit' under the present dispensation. Thus the non-executives who are in receipt of 1st pay scale upgradation in executive I.D.A. pay scale under the erstwhile A.C.P. scheme will be eligible to be considered for the grant of 2nd Pay Scale upgradation on completion of 12 years service counted from the date of grant of the first pay upgradation under the A.C.P. scheme. Those non-executives who have already availed the benefit of two pay scale upgradations in the executive I.D.A. pay scale, the maximum envisaged under the erstwhile A.C.P. scheme, will therefore be eligible to be considered for grant of only one increment equal to the amount drawn in the present pay scale on completion of 7 (seven)

06/12/13

years of service counted from the date of second pay scale upgradation in the erstwhile A.C.P. ;

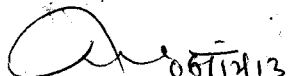
- ii) the present dispensation has been devised essentially to augment the existing promotional avenues of only such non-executives who have been granted pay upgradation in the executive IDA pay scale under the erstwhile A.C.P. scheme and hence could not be covered under provisions of either E.P.P or N.E.P.P. Even so, keeping in view the specific observations of the Board of Directors of BSNL referred to at Para 2 (b), those non-executive employees who could not be considered for the grant of A.C.P. (applicable as per the fifth C.P.C.recommendations) in the Executive IDA pay scale pending finanlisation of the N.E.P.P. may opt for being considered for the 'benefit' under the present dispensation provided they fulfilled the requisite eligibility conditions of service etc., upto the date preceding the promulgation of N.E.P.P. (22.3.2010) as one time measure. and by extension, may also opt/elect revised pay scales under II P.R.C from the date(s) of such financial upgradation granted to them upto 22.3.2010 in terms of order No. 1-37/2010-PAT(BSNL) dated 18.5.2010. The option exercised shall be final ;
- iii) non-executive employees not covered for the 'benefit' as not being fulfilling the requisite eligibility conditions of service etc. under the erstwhile A.C.P. scheme (applicable as per the fifth C.P.C. recommendations), needless to say shall be governed by the N.E.P.P. for the purpose of grant of time bound promotions in terms of order No. 27-7-2008-T.E.-II dated 23.3.2010
- iv) the modalities for assessing the fitness of eligible employees for considering their upgradation under the present dispensation on the basis of performance ratings corresponding to the IDA pay scales, the upgradation to which is proposed and the constitution of screening committee for the purpose, the provisions of Executive Promotion Policy (E.P.P.), mutatis-mutandis as contained in the order No. 400-61/2004-Pers. I dated 18.1.2007 shall apply.

  
(D.K. Kalyan) 06/12/13

Deputy General Manager(Pers.) II

To

1. Sr. PPS to CMD, BSNL, New Delhi
2. Sr. PPS/PPS to all Directors of BSNL Board, New Delhi
3. All Heads of Telecom. Circles/S.S.As, BSNL.
4. Sr.GM (CS & Legal), BSNL C.O.
5. G.M(Estt.)/G.M(EF)/GM(CA)Co. Secy & Sr. G.M.(Legal), BSNL, C.O.
6. Order bundle.

  
(A.K. Sinha) 06/12/13

Asstt. General Manager (CSS)