

Bharat Sanchar Nigam Limited

(Corporate Office)

Bharat Sanchar Bhavan, Janpath,

New Delhi-110 001.

No. 4-5/2011-Restructuring

Date: 25th July 2011

To

General Secretary

All India BSNL Executive Association,

A-4/6, M.S. Peshwa Road,

New Delhi-110015.

Subject: Strengthening Performance Driven Work Culture in BSNL - Revision of Benchmarks for Promotion.

In view of the precarious competitive position of BSNL, a strong and urgent need is being felt to strengthen performance driven work culture in the organization to enable it to face the challenges of hyper-competitive telecom market. For achieving that objective, one of the proposals being mulled is to revisit the benchmarks prescribed for promotion/up-gradation of Executives under the Executive Promotion Policy. Another proposal being considered is to discourage the practice of Executives refusing functional promotion after they have availed the benefit of up-gradation under the Executive Promotion Policy.

2. Accordingly, you are requested to deliberate upon the proposals contained in the enclosure to this letter in the spirit they have been drafted and make available your considered views thereon keeping the overall interest of BSNL in view. It will be appreciated if your views are received latest by 1st August 2011.



(Madhu Arora)
GM (Corp Restg)

Encl: a.a.

Proposed amendments in EPP

Amendment No. 1 - to include the following provision:

"Grant of higher pay-scale under this Scheme shall be conditional to the effect that an employee, while accepting the said benefit shall be deemed to have given his unqualified acceptance for regular promotion on occurrence of vacancy subsequently. In case he refuses to accept the higher post on regular promotion subsequently, he shall be debarred from post-based promotion for a period of one year and any further financial up-gradation. However, as and when he accepts regular promotion thereafter, he shall become eligible for the next financial up-gradation only after he completes the required eligibility service/period prescribed under the Scheme in that higher grade subject to the condition that the period for which he was debarred for regular promotion shall not be counted for the purpose. However, if he continues to refuse functional promotion even after the expiry of the debarment period, he will continue to remain debarred from any financial up-gradations."

Amendment No. 2 - to introduce the following benchmarks in EPP:

Sl. No.	Scale	Existing Benchmark for selection	Existing grading criteria				Proposed Benchmark (BM) & Grading criteria (GC)* by Committee (Applicable to all forms of promotion)
			Categ.	Time Bound under EPP	Post based under EPP	BSNL MS RR	
1	JTO to SDE E-1 A to E-2A	Not applicable	OC	No adverse, not more than four average	No adverse, not more than three average	Not applicable	BM: Good GC: No adverse, no average, all good
			SC/ST	No adverse	No adverse, not more than four average	Not applicable	BM: Good GC: No adverse, not more than one average, at least four good.
2	SDE to Sr. SDE E-2A to E-3	Not applicable	OC	No adverse, not more than two average	Not applicable	Not applicable	BM: Good GC: No adverse, no average, all good.
			SC/ST	No adverse, not more than three average	Not applicable	Not applicable	BM: Good GC: No adverse, not more than one average, at least four good.

3	SDE/Sr SDE to STS E- 2A/E-3 to E-4	Good except EPP time bound, where no bench- mark is prescribed	OC	No adverse, not more than two average	No adverse, not more than one average	No adverse, not more than one average	BM: Good GC: No adverse, no average, all good.
			SC/ST	No adverse, not more than three average	No adverse, not more than two average	No adverse, not more than two average	BM: Good GC: No adverse, not more than one average, at least four good.
4	STS to JAG E-4 to E-5	Very Good except EPP time bound, where no bench- mark is prescribed	OC	No adverse, not more than one average	No adverse, not more than one average	No adverse, not more than one good	BM: Very Good GC: No adverse, no average, at least four very good.
			SC/ST	No adverse, not more than two average	No adverse, not more than two average/ good	No adverse, not more than two good	BM: Very Good GC: No adverse, not more than one average, at least three very good.
5	JAG to NFSG E-5 to E-6	Very Good except EPP time bound, where no bench- mark is prescribed	OC	No adverse, not more than one average	Not applicable	No adverse	BM: Very Good GC: No adverse, no average, at least four very good.
			SC/ST	No adverse, not more than two average	Not applicable	No adverse	BM: Very Good GC: No adverse, not more than one average, at least three very good.