



No.20-43/2012-Pers.II  
BHARAT SANCHAR NIGAM LIMITED  
[A Government of India Enterprise]  
CORPORATE OFFICE  
PERSONNEL-II SECTION

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

Dated:- 12<sup>TH</sup> May, 2014.

To

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

Sub:- Extending the benefit of ACP on upgraded scale to the Executive cadres of Civil/Architect/Electrical/Telecom Factory and CSS/CSSS etc. who had earlier opted for EPP and could not exercise option i.r.t. Order No.15-70/2007-Pers.II dated 20.05.2010 & 24.05.2010 – regarding.

- Ref.:-
- (1) ACP/AD(BW-II)/2007(Pt.) dated 01.8.2012 & 25.02.2013 –BW Section, BSNL C.O.
  - (2) 1(5)/CE(E)/JMU/2012-13/935 dated 30.07.2012 – J&K Circle.
  - (3) 7-2/2011-12-Estt/Civil-Elect./Corr./31 and 36 dated 03.08.2012 and 28.03.2013 – NTR.
  - (4) E(2)/CE-C/RCH/643 dated 03.08.2012 – O/o CE(E), Jharkhand Civil Zone.
  - (5) 1(36)/CE(C)/BSNL/TVM/2012/1316 dated 03.08.2012 – Kerala Civil Zone, Trivandrum.
  - (6) TA/STB/2009-2010/Security/2011-2012 dated 28.2.2013 – AP Circle.
  - (7) 5(2)2010/BSNL/CEE/TNEZ/CHI/661 DATED 06.11.2012 - CE(E), Chennai.
  - (8) ER-29/JB/2011-12 dated 1.1.2013 –TF Jabalpur.
  - (9) TFKC/Admn/Staff-04/ACP(Executives)/2012-13/(64) dated 20.03.2013 – TF Kolkata.
  - (10) BSNL/CE/JP/1<sup>st</sup> & 2<sup>nd</sup> ACP/754 dated 12.06.2013 – CE(C), Rajasthan Civil Zone.
  - (11) 18(6)/2008/Admn/CEC/UPE/776 dated 12.7.2013 - Civil Div., UP(E).
  - (12) E-10(1)/SE/TCC/VS/273 dated 27.06.2013 – Civil Div., UP(E).

Sir,

I am directed to refer to this office letter No.15-70/2007-Pers.II dated 20.05.2010 & 24.05.2010, whereby the Competent Authority, based on the recommendation of the Nagpal Committee, inter-alia, allowed option, as an onetime measure, for availing ACP benefit in the hierarchy of revised/upgraded pay scales as envisaged in the ACP Scheme of DoP&T referred to in this office letter No.25-05/2005-Pers.II dated 12.9.2005 to those Executive cadres of Civil/Architect/Electrical/Telecom Factory and CSS/CSSS etc. who had earlier opted for ACP scheme getting due to them during 1.10.2000 to 1.10.2004 on non-upgraded/non revised Government scale in view of the guidelines issued under this office letter No.25-4/2006-Pers.II dated 20.08.2007 issued in supersession of earlier order dated 12.09.2005.

2. Recently, some of the Circles have sought clarification from this office as to whether those executives who opted for EPP, and not ACP (due to availability of ACP benefit only on non-upgraded/non revised Government scale as per BSNL Corporate Office letter dated 20.08.2007) can also be considered for giving option retrospectively for ACP on upgraded scale as per provision of para 1(d)(7) of EPP as was done in case of ACP optees (of non upgraded scale) as per Nagpal Committee recommendation. According to representation received from such executives, this has led to unintended disadvantage to them as they earlier opted for EPP under compulsion due to non-availability of ACP on upgraded scale as per BSNL C.O. letter No. 25-4/2006-Pers.II dated 20.08.2007.

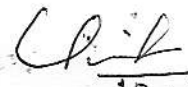
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3. Accordingly, on receipt of several representations/letters from individuals/Circles, this office examined them in detail and called for relevant input/data with regard to the number of such executives in each Circle as well as financial implications involved from various Cadre Controlling Branches of Civil/Architect/Electrical/Telecom Factory, CSS/CSSS, including Telecom, Accounts & Finance Wing. As the details/information called for were not forthcoming, subsequently Circle Heads were requested to furnish the requisite details of such executives in the prescribed proforma devised for this purpose, giving their names, the scales drawn by them & the total financial implication involved there in vide this office letter of even No. dated 20.12.2012. In response, the circles furnished the details in respect of such executives working in their respective jurisdiction, the references of which are indicated above under the Head Ref.

4. The Competent Authority, after detailed examination of the case and also the input/data received in this regard from circles, has now accorded approval for extending the option of ACP on upgraded scale to those executives of Civil/Architect/Electrical/Telecom Factory and CSS/CSSS etc. who despite being eligible for grant of ACP during 1.10.2000 to 30.09.2004 opted EPP under compulsion because of non availability of ACP on upgraded scale as per BSNL C.O. Order No. 25-4/2006-Pers.II dated 20.08.2007. Accordingly, Circles/Units are requested to take further necessary action for granting option for ACP on upgraded scale to such executives. While extending revised option, the following check points be invariably followed:-

- a) It must be carefully ascertained that such Executives are eligible for ACP as per ACP guidelines/clarification issued by DoP&T from time to time and the Recruitment Rules applicable in this regard.
- b) In such cases, provision made in the para 1(d)(8) of EPP dated 18.1.2007 must be followed.
- c) Only the cases of eligible executives as reported to the Corporate Office by circles referred to in para 3 need to be examined/considered as per ACP norms as financial implications has been calculated restricting it to the reported cases only. Any such eligible case detected subsequently need to be reported to the Corporate Office with details before taking any action in this regard.
- d) Availability of earlier option submitted by the executive for availing EPP/ACP must be verified from service book.
- e) Due date of 1<sup>st</sup> or 2<sup>nd</sup> ACP from 01.10.2000 to 30.09.2004 should be carefully verified from service book taking into account the date/grade of initial appointment of the executives and all the post based adhoc/regular promotions availed by him along with time bound upgradation as per RRs or DoT/Gol time bound promotion schemes like lateral advancement etc. It should be specifically ensured that Executive has remained in particular grade/scale for a period of 12 years in continuity for being eligible for such ACP.
- f) In case of any doubt, matter be referred to BSNL Corporate Office for clarifications with case details.

  
12.5.2014

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