



(A Govt. Of India Enterprise)
(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-175/2007-Pers.I(Pt.I)

dated: January 23, 2013

**All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited**


Subject: Executive Promotion Policy – requirement of mandatory training for related benefits in cases of voluntary retirement – clarification thereof.

The Executive Promotion Policy vide para 1.0[I][f] prescribes “*TWO weeks of training on each upgradation for being eligible for drawal of SECOND increment in the upgraded IDA scale i.e. the training is to be completed within a period of two years from the date of upgradation to the higher scale*”. The executive who fails to successfully undergo the prescribed TWO weeks training will not be eligible for consideration of next IDA scale upgradation even if it becomes due.

Further, vide letter no. 400-29/2007-Pers.I dated 30.05.2007, it has been established that the “*two year period for mandatory training shall commence with respect to date of issuance of the time bound promotion order and executives retired or retiring within the period of two years from the date of order shall be exempted from such training*”.

Requests for extending the exemption in cases of voluntary retirement have been examined. It has been deduced that the criteria for relaxation in mandatory training under EPP with reference to executives retiring on superannuation cannot be directly applied to employees opting for ‘voluntary retirement’ as ‘superannuation’ is a pre-defined point of time in the career of an employee whereas the timing of ‘voluntary retirement’ depends upon the choice of the employee who knows the pros and cons of his option before exercising it. Accordingly, the exemption from mandatory training under EPP shall not be applicable to cases of ‘voluntary retirement’.

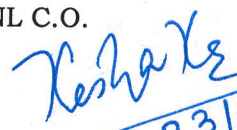
This has the approval of competent authority.


(R. K. Verma) 23/1/2013

Asst. General Manager (Pers.I)

Copy to:-

- 1) The PPS to CMD, BSNL/ all Executive Directors, BSNL C.O., New Delhi
- 2) The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.) / (Arch.)/(TF), BSNL C.O.
- 3) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 4) All DMs(PersI/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 5) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 6) Spare copy/Order Bundle.


23/01/2013

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