



BHARAT SANCHAR NIGAM LIMITED  
(Personnel Section)  
CORPORATE OFFICE

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

File No:-400-12/2013-Pers.1

Dated 20/03/2013

To  
All Heads of Telecom Circles/  
Metro District/Maintenance Region/  
Projects/Stores/BRBRAITT/ALTTC,  
All other Administrative units  
Bharat Sanchar Nigam Limited

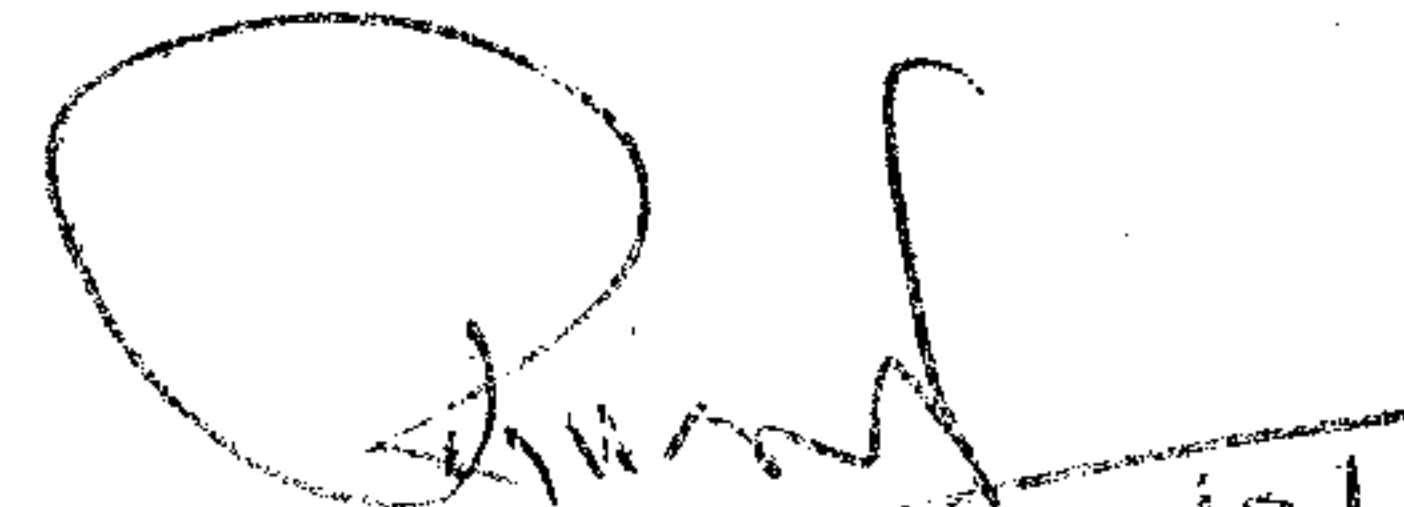
**Subject: - References to CVC seeking second stage advice**

Ref:-Dy CVO O/o CVO BSNL, New Delhi Letter No. 216-51/2004-O&M dated 14/02/2013

The undersigned is directed to forward herewith the letter received from Dy CVO O/o CVO BSNL, New Delhi vide Letter No.216-51/2004-O&M dated 14/02/2013 regarding the subject cited as above(copy enclosed for ready reference) .The instructions contained in the said letter is as follows "It is reiterated and clarified that irrespective of level of public servant, second stage advice should be sought in case of all employees where the Disciplinary Authority opinion is at variance with 1<sup>st</sup> stage advice rendered by either by CVC or by CVO BSNL".

It is therefore requested to all the Disciplinary authorities in the Circles for adherence to the above procedure invariably.

This issues with the approval of competent authority-

  
(R. K. Verma) 20/3/2013

Asstt. General Manager (P)