



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION
CENTRAL HEAD QUARTERS**

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No.AIBSNLOA/CHQ/2011/33

Dated: 15th September 2011

To
Shri R.K.Upadhyay,
Chairman and Managing Director ,
Bharat Sanchar Nigam Limited,
New Delhi .

**Sub : Grant of 2nd ACP to Civil/Electrical Wing Officers – anomaly - reg
Ref: DOT's O.M. No.3-2/2006-CWG dated 30.03.2007.**

Sir ,

This is in continuation of our earlier letter No.AIBSNLOA/CHQ/2011/23 dated 18th April 2011, wherein we had drawn your kind attention towards an anomalous position that has been created due to several interim orders issued by the BSNL Corporate office resulting in withdrawal of the benefit of 2nd financial upgradation under ACP scheme granted to the SDE Civil/Electrical and consequent refixation of pay thereof for non-fulfilling of eligibility criterion.

2. DOT order dated 30.03.07 cited above granted relaxation to the incumbent SDEs irrespective of qualification who completed 24 years of service and are absorbed in BSNL/ MTNL as an one time relaxation and allowed benefit of 2nd ACP upto 20-02-2004.

3. The broad principle based on which guidelines were issued by DOT for grant of 2nd ACP is that atleast two promotional scales are to be given to any Central Govt. employee and this concept was also recommended by the 5th Central Pay Commission and accepted by the Government . Thus, it is seen that during the period of DOT, 'Natural justice' was extended to all those who completed 24 years of service irrespective of qualification.

4. While opting for absorption in BSNL, it was agreed that the scope of promotion would remain intact as granted in DoT. The BSNL Executive Promotion Policy also provided for one time option for retaining the ACP promotion acquired between 1.10.2000 and 01.10.2004.

5. It may be mentioned that the left out candidates who were waiting for the promotional benefit suddenly found themselves that the option they had exercised for BSNL is stopping the earlier benefit extended to their seniors.

6. However, in practice, in many Circles, the BSNL authorities have ordered 2nd ACP following the same principle of DOT in favour of the left out candidates **on completion of 24 years of service up to 01.10.2004.** (copies of orders enclosed).

7. Now that only a very few candidates have been left out, we request you to settle the issue once for all by granting one time relaxation to extend the benefit of second ACP upto 1.10.2004 by adopting the same principle envisaged in DOT orders cited above.

With kind regards,

Yours Sincerely



(V.P.Arya)

General Secretary

Copy to:
Shri A.K.Garg,
Director (HR), BSNL