



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

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No.AIBSNLOA/CHQ/2010/ 61

Dated: 4th October 2010

To
Shri Gopal Das,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi – 110 001

Sub: Time Bound upgradation under Executive Promotion Policy –
wrong interpretation of clarification dated 8th April 2010, by some
Circles – reg

Sir,

It has been brought to our notice that BSNL has issued a clarification to all Heads of Circles vide its letter No.400-61/2004-Pers.I (Pers II) dated 8th April 2010, wherein it has been stated that, “First Time Bound upgradation will be provisionally granted to the Executives working in the provisional pay scale of E1/E1A or E2/E2A, on completion of 6 years (maximum period) in the same IDA scale and fulfilling attendant conditions of Executive Promotion Policy after observing all other departmental formalities subject to obtaining suitable undertaking from the individual as per enclosed proforma.”

2. The condition of “completion of 6 years (maximum period) in the same IDA scale” has been misinterpreted by some Circles like West Bengal/Kolkatta Telephones District and time bound upgradation is being implemented only after completion of 6 years irrespective of the fact that the pay in the current IDA scale has crossed / touched the lowest of the higher IDA scale in four / five years.

3. The BSNL Executive Promotion Policy, provides that, “The FIRST UPGRADATION of IDA scale of individual Executive will be due for consideration on completion of 4 (Four) years of Service in the current IDA scale subject to the condition that the Executive’s basic pay in the current IDA scale has crossed / touched the lowest of the higher IDA scale for which his / her upgradation is to be considered

OR he / she has completed 6 (six) years of service in the current IDA scales, whichever is earlier.”

4. Thus the maximum of 6 years envisaged in the Executive Promotion Policy, which only has been mentioned in the clarification dated 8th April 2010 has been misinterpreted by some Circles.

5. We would therefore request that instructions may be issued to all the Circles to interpret the clarifications with reference to the provision in BSNL Executive Promotion Policy and not to enforce the condition of 6 years in all the cases.

With kind regards,

Yours sincerely,

A handwritten signature in black ink, appearing to be 'V.P. Arya', with a horizontal line extending to the right.

(V.P.Arya)
General Secretary