



Bharat Sanchar Nigam Limited
(A Govt of India Enterprises)
CORPORATE OFFICE, SEA SECTION
7th Floor, Bharat Sanchar Bhawan,
New Delhi - 110 001

No. 1-4/2012 SEA BSNL
Dated 1st February, 2013

To

The CGMsT/IFAs AP/Bihar/J&K/Kerala/Maharashtra/Orissa/Punjab/UP (East)/ Rajasthan/
Tamilnadu/UP(W)/Uttarakhand/WBT Telecom Circles, BSNL

Sir/Madam

The ACRs/APARs for the period, prior to the year 2008-09, in respect of executives of Telecom Finance in the grade of STS (CAO) mentioned at Annexure-I, reckonable for assessment of their fitness for promotion to JAG on adhoc basis contain final gradings, which have been found below the prescribed benchmark as per BSNLMS RR. Therefore, concerned circles are requested to take necessary action as per the instructions contained in the DOP&T guidelines in order No (i) 21011/1/2010-Estt. A dated 13.4.2010, (ii) 21011/1/2005-Estt.A (Pt II) dated 19.5.2011 and (iii) 21011/1/2005-Estt.A (Pt.II) dated 19.5.2011 and communicate the decision of the Competent Authority on the representations, received if any from the STS (CAO) executives against the below bench mark gradings or for up-gradation of the final gradings given in the relevant ACR/APAR, before such ACR/APAR is placed before the Corporate Promotion Committee in Corporate office BSNL.

In respect of below bench mark gradings in the ACARs/APARs of the executives for the year 2008-09 and for the period beyond it, where the gradings are found 'below the prescribed benchmark for promotion to the grade of DGM', concerned circles are requested to intimate to this office as to whether necessary action has been taken by the circles as per instructions contained in DoP&T guidelines in O&M No 21011/1/2005-Estt (A) (Pt II) dated 14th May, 2009. In such cases, it is requested to intimate to this office as to whether (a) ACARs/APARs have been disclosed (b) whether executives have made any representation within the stipulated period after disclosure of ACARs/APARs and (c) status of the disposal of the representations, if any, for CPC process.

In this connection, it is pointed out that **Orders of the Competent Authority which do not contain specific reasons for up-gradation of ACR/APAR gradings, cannot be termed as disposed off in a quasi-jududicial manner, as per instructions laid down in the aforesaid O&M dated 13.4.2010,** as grading an officer below the bench mark by the CPC in such cases, on the ground of up-gradation being made without sufficient supportive reasons is prone to avoidable representations.

This issues with the Approval of the Competent Authority.

Encl : as above

(V K Bazaz)
Assistant General Manager (SEA)