



**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

CORPORATE OFFICE

[PERSONNEL BRANCH]

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

BSNLCO-PERS/15(17)/3/2020-PERS1

Dated: 26/08/2021

To

All Heads of Telecom Circles &  
Other Administrative Units, BSNL

Subject: **Reiteration of clarification relating to grant of time bound upgradation in E6 IDA pay scale to regular DE/AGM level executives working as DGM and equivalent level in E5 IDA pay scale purely on adhoc basis – regarding.**


The undersigned is directed to refer to this office letters dated 25<sup>th</sup> July, 2012 and 11<sup>th</sup> June, 2018 (copies attached) on the above subject. It has come to the notice of this office that there is some confusion with regard to grant of time bound upgradation in E6 IDA pay IDA scale under EPP to such regular DE/AGM level executives who are working as DGM and equivalent level purely on adhoc basis and availing E5 IDA pay scale.

It is, therefore, reiterated that as per the comprehensive provisions of EPP, like any other executive covered under EPP for time bound upgradation, a regular DE/AGM equivalent level executive working as DGM equivalent purely on adhoc basis and availing E5 pay IDA pay scale will get subsequent time bound upgradation in E6 pay scale under EPP only if otherwise he/she meets all the attendant conditions enshrined in EPP.

Whereas, all the regular DGM equivalent level executives are exclusively covered under BSNL MSRRs-2009 for grant of NF grades in E7 IDA pay scale and E9 IDA pay scale, if otherwise eligible, as per the express provisions of respective Schedules IA/IB/IC/ID of BSNL MSRRs-2009. A regular DGM equivalent level executive thus is not covered for E6 time bound upgradation under EPP.

...contd. 2/-

  
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BSNLCO-PERS/15(17)/3/2020-PERS1

Dated: 26 /08/2021

Accordingly, the following is hereby reiterated:

- (i) That all the regular DE/AGM level executives working as DGM equivalent purely on adhoc basis (in E5 IDA pay scale) shall be considered for E6 IDA pay scale upgradation under EPP as per attendant conditions enshrined in EPP, and not for NF grade in E7 IDA pay scale under BSNL MSRRs-2009 under any circumstances as they are not regular DGM.
- (ii) Whereas, all the regular DGM equivalent executives shall only be eligible and considered for upgradation i.e. respective NF grades in E7 IDA pay scale (Jt. GM equivalent) and E9 IDA pay scale (Addl. GM equivalent) under MSRRs as they are exclusively covered under BSNL MSRRs-2009. Any regular DGM level executive is not eligible to be considered for grant of E6 pay scale under EPP under any circumstances.
- (iii) In no case, the provisions of EPP and MSRRs should be interpreted otherwise for which they are not meant.

All concerned controlling authorities are requested to kindly bring the contents of this clarification to the notice of all concerned for information and compliance.

This issues with the approval of the competent authority.

  
[Satish Kumar] 26/8/21

Dy. General Manager (Pers. DPC)

Copy to:

1. PPS to CMD, BSNL
2. PPS to all functional Directors, BSNL Board
3. PS to CVO, BSNL
4. All Heads of Cadre Controlling branches in BSNL CO
5. Intranet Portal

  
[Mool Chand] 26/08/2021

Asstt. General Manager (Pers. Policy)





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

4<sup>th</sup> floor, Bharat Sanchar Bhawan, New Delhi

No. 400-66/2011-Pers.I

dated: July 25<sup>th</sup>, 2012

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

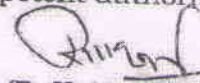
**Subject: Applicability of foot note-1 below Schedule IA, IB, IC & ID of BSNL MS RR-2009 - clarification on implementation thereof.**

Instances have come to the notice of Personnel branch of BSNL C.O. where the time bound pay upgradation admissible under Note 1 below Schedule IA, IB, IC & ID of BSNL MS RR-2009 has been implemented erroneously. The Note 1 which is common to all the Schedules in the BSNL MS RR-2009 is reproduced as below:-

*"The IDA pay scales of the executives of group "A" level, either absorbed or directly recruited by the Company, belonging to IDA pay scale of 13000-350-18700 & 14500-350-18700 will be upgraded to IDA pay scale of 14500-350-18700, 16000-400-20800 and 17500-400-22300 as per attendant conditions circulated under 400-61/2004-Pers I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade in a period of 4-6 years."*

The import of the above lines is that only those executives covered under BSNL MS RR-2009 who are availing the pay scales of Rs.13000-350-18700 [E3 pre-revised] and Rs.14500-350-18700 [E4 pre-revised] can be considered for time bound IDA pay upgradation to pay scales of Rs.14500-350-18700, Rs.16000-400-20800 and Rs.17500-400-22300 within the provisions of Executive Promotion Policy [EPP]. Any other level executives viz. DGM and above are not eligible for consideration under the EPP as their time bound upgradation to NF grades is already enshrined in the BSNL MS RR-2009.

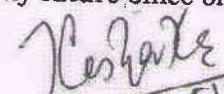
Any case contrary to these guidelines shall be corrected immediately under intimation to this office. This issues with the approval of competent authority.

  
(R. K. Verma) 25/7/2012

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(Pers.I/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 5) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 6) CGM, Jharkhand Telecom Circle, Ranchi- w.r.t. your office order No. **ST/JKD/TBP(E5-E6) /12 dated 29.06.2012**. The order may be withdrawn immediately and also the directive given at 2<sup>nd</sup> last para of the order may be avoided in any future office order.
- 7) Spare copy/Order Bundle.

  
25/7/2012  
(Keshav Kumar)  
Deputy Manager (Pers.I)



**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

**CORPORATE OFFICE  
PERSONNEL-I BRANCH**

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-147/2009-Pers.I(Pt)

Dated: 11<sup>th</sup> June, 2018

To


**All the Heads of Telecom Circles/Units of BSNL.**

Subject: Applicability of E6 IDA pay scale upgradation under EPP to Gr. B absorbees working as DGM on adhoc basis **clarification thereof.**

The undersigned is directed to refer to this office letter no. 400-66/2011-Pers.I dated 25-07-2012 clarifying that DGMs[regular] are not entitled for E6 IDA pay time bound scale upgradation under EPP as DGM(regular) & above for their time bound upgradation to NF grade are expressly covered under BSNL MSRRs-2009. Though the clarification dated 25-07-2012 is self explanatory in its intent and purpose, however some confusion regarding applicability of E-6 IDA pay scale upgradation to Gr. B absorbees working as DGM on adhoc basis has emanated.


The issue has been raised by some Circles/Associations/Individuals at different times. The matter has been deliberated in this office and it is hereby clarified that the Gr. 'B' absorbees working as DGM on adhoc basis (availing E5 pay scale) shall be eligible for consideration of time bound pay upgradation to E6 pay scale under the EPP if otherwise eligible on the same consideration as being done for other executives.

This issues with the approval of the competent authority.

  
[Pravin Bhagwat]  
Astt. General Manager (Pers.I)

Copy to:

- 1 PPS to CMD/PPS to all Directors, BSNL Board
- 2 CVO/GM [Pers.]/ Sr.GM [Estt.]/Sr.GM(FP) BSNL CO.
- 3 CGMs/PGMs/GMs Fin/BW/Elect/Arch/TF, BSNL CO
- 4 Director(Staff)/(Pension), DoT
- 5 All Cadre Controlling Branches, BSNL CO
- 6 DM [OL] - for Hindi version.
- 7 BSNL Intranet/Order Bundle.

  
[Manoj Chaudhary]  
Dy. Manager[Pers.Policy]