



BHARAT SANCHAR NIGAM LTD.

CORPORATE OFFICE, PERSONNEL – I SECTION
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-61/2004-Pers.I (Rep.)

Date:- 18 January, 2013.

To,

The Chief General Manager,
Bharat Sanchar Nigam Limited,
ITPC, Kolkata

Subject:- Executive Promotion Policy [EPP] – implementation regarding

This office has received a reference from Sh. Kripasindhu Mondal, DGM, with following details of his career progression, for extending the second time bound promotion as per EPP [E-5 to E-6].

(i)	Entry in the Department as DR JE/JTO	31.08.1982
(ii)	Promoted as SDE [E-2 scale] through exam	01.12.1989
(iii)	Promoted as Sr.SDE in E-3 scale thru ACP	December 2001
(iv)	Promoted as DE(Adhoc) in E-4 scale	25.01.2002
(v)	Got 1 st TBP [E-4 to E-5 scale]	25.01.2006
(vi)	Regular STS promotion in E-4 scale	August 2010
(vii)	2 nd TBP due from E-5 to E-6	25.01.2011
(viii)	Got DGM[Adhoc]in E-5 scale	February 2012

The guidelines of granting Time bound promotions as well as post based promotions have already been issued vide BSNL CO letter No. 400-61/2004-Pers.I dated 18.01.2007 and subsequent clarifications vide BSNL CO letters no. 400-175/2007-Pers.I(pt.) dated 19.02.2010 and 400-11/2011-Pers.I(Pt.) dated 23.04.2012, relevant in this case. In case like this, the construction of career progression under the EPP is to be done on the following lines:-

- (i) The promotion as Sr.SDE grade in E-3 scale thru ACP (at iii above) will be treated as his 1st time bound IDA pay scale upgradation [Refer para [1][I][d][7] of EPP and subsequent clarification issued vide letter dated 19.02.2010/23.04.2012]. This becomes the milestone for counting of five years for a subsequent time bound promotion after 5 years.
- (ii) The post based promotion to DE grade in E-4 scale w.e.f. 25.01.2002 (at iv above) has intervened before the completion of 5 years and so this will become the new mile stone for counting of 5 years for any subsequent time bound promotion.
- (iii) Thereafter, the next time bound promotion to E-5 scale will become due on 25.1.2007 and E-6 scale will become due 5 years thence i.e. on 25.01.2012.

The concerned circle may correct the position as noted above. All other circles may also correct any anomalous situation as per the case detailed above.

(R. K. Verma) 18/1/2013

Assistant General Manager(Pers.-I)

Copy to:- All heads of circles for necessary action in similar cases.