



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

No. 2-12/2010 SEA BSNL
Dated 7th June, 2012

To

The CGM/IFA Bihar / Chattisgarh / Gujarat / Himachal / Haryana / Karnataka / Orissa / Punjab /Tamilnadu / UP East /
UP West Telecom Circle, BSNL

The CGM/IFA Calcutta Telephones District BSNL

The CGM/IFA Project Circle, Kolkata BSNL

Subject: Furnishing of status of below benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the Competent Authority against remarks in ACRs or up-gradation of the final grading regarding

Sir / Madam,

Kindly refer to the instructions issued by DoP&T vide their letter No 21011/1/2010-Estt A dated 13.4.2010 on **below benchmark gradings in ACRs** prior to the reporting period 2008-09 and objective consideration of representation by the Competent Authority against remarks in the ACR/APAR or for upgradation of the final grading.

In accordance to the above instructions, the undersigned is directed to enclose herewith a list showing details of the below-bench mark grading in the ACRs of the officers who are to be considered for promotion to STS on adhoc basis. It is requested that copy of the ACRs for the period as per list enclosed may be sent to the concerned officers(s) for his / their representation(s), if any, within 15 days of such communication, ***if not already done***. If any officer's grading (other than the officer's mentioned in the enclosed list) who are to be considered in the ensuing CPC for promotion to STS on ad-hoc basis is found below bench mark during the year 2006-07 to 2008-09, copy of the ACRs/APAR for such period may also be sent to the concerned officer(s) for his/their representations (s), if any, within 15 days of such communications under intimation to this office. The bench mark for promotion to the grade of STS (CAO) / AGM is ***'Good', no adverse, not more than one Average'*** in case of officers belonging to OC category and ***'Good', no adverse, not more than two Average'*** in case of SC/ST category officers.

As per the instructions of DoP&T, the representation against the remarks or for up-gradation of the final grading given in the ACR/APAR will be examined by the Competent Authority in consultation, if necessary, with the Reporting and the Reviwing officer, if any. The decision on the representation will be taken by the competent authority objectively after taking into account the views of the concerned reporting/reviewing officers, if they are still in service and in case of upgradation of the final grading given in the ACR/APAR, specific reasons thereof will also be given in the order of the Competent Authority.

The decision of the competent authority regarding request for up-grading of ACR gradings of the officers is required to be informed at the time of holding the meeting of CPC for considering the promotion of the officers mentioned in the list. Hence, it is requested to arrange to complete the exercise on Top Priority basis and furnish report in this regard preferably before 30.6.2012 to this office urgently. If the above exercise had already been completed by the concerned circles as per above DoP&T guidelines and decisions already taken on the representation received from the officers mentioned in the list, the same may be incorporated in the report. **In case of up-gradation of the final grading given in the ACR by the Competent Authority, specific reasons therefor may be given in the order of the Competent Authority.**

This may be treated as MOST URGENT please.

This issue with the approval of the Competent Authority.

Encl : as above

(V K Bazaz)
Assistant General Manager (SEA)