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भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

F.No. BSNL/CO-A/15(16)/3/2021-ESTAB

Dated : 03.05.2021

To,

All Heads of Telecom Circles/Projects/Region &
Other Administrative Units of BSNL

Subject: - Implementation of the concept of Deemed Resignation in case of unauthorized absence, absconding employees-regarding

Sir,

During processing of ratification of penalty proposals received from different circles it has been noticed that several of these cases pertain to employees who are either absconding or not attending office continuously for more than five years without any approved leave and disciplinary proceedings initiated against them also got prolonged for various reasons thereby leading to long delays in its conclusion and its final closure in either way.

2. It has also been noticed that the provision of Deemed Resignation from the service for dealing with cases of officials who remains absent from duty for a continuous period exceeding five years has been provided by DOP&T by amendment of Rule 12 of CCS(Leave) Rules vide Notification dated 29.03.2012 vide File No. 13026/2/2010-Estt.(L), as given below:

“12. (1) No Government servant shall be granted leave of any kind for a continuous period exceeding five years.

(2) Unless the President, in view of the exceptional circumstances of the case, otherwise determines, a Government servant who remains absent from duty for a continuous period exceeding five years other than on foreign service, with or without leave, shall be deemed to have resigned from the Government service:

Provided that a reasonable opportunity to explain the reasons for such absence shall be given to that Government servant before provisions of sub-rule (2) are invoked.”

3. Keeping in view the above facts, matter has been examined and with the approval of competent authority it has been decided that as BSNL is following CCS (Leave) Rule 1972 in case of BSNL recruited and absorbed employee both, therefore all cases of BSNL Employees who got absconding/ remains unauthorized absent from duty for a continuous period exceeding five years shall be dealt as per aforesaid provisions of Rule 12(2) of CCS(Leave) Rules-1972 and they shall be deemed to have resigned from service provided conditions prescribed therein have been fulfilled.

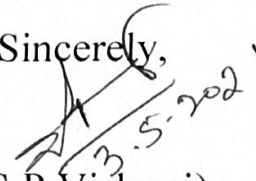
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4. Concerned Appointing Authority or any higher authority after giving due notice to such employees, as a part of reasonable opportunity, including publication of public notice in newspapers, in case of no response to the notice within reasonable time, shall take decisions and thereafter also issue order for deemed resignation of employee concerned. Such employee shall not be entitled for any retirement benefits.

5. Accordingly, all the Circle Heads and Heads of other administrative units are requested to bring it to the notice of all units under their control and also to review all such cases falling under the ambit of Rule 12(2) of CCS(Leave) Rules and take immediate necessary action in time bound manner. Action taken in the matter shall also be intimated to this office on quarterly basis on email bsnlestt.3@gmail.com followed by hard copy.

This issue with the approval of Competent Authority.

Yours Sincerely,


(G.P. Vishnoi)

Assistant General Manager (Estt-III)

Copy to for Circulation among units under their administrative control:-

1. CVO, BSNL, New Delhi
2. PGM/Sr. GM/GM Pers/EW/BW/Architect/Estt. BSNL CO
3. SDE(OL) for Hindi version