



(A Govt. Of India Enterprise)

(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-175/2004-Pers.I(pt.I)

dated: August 19th, 2013

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

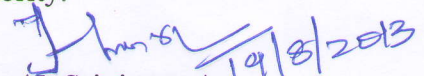
Subject: Executive Promotion Policy [EPP]: Clarification regarding applicability of 'Mandatory Training' in subsequent time bound upgradation when it was exempted in previous upgradation.

This office has received references from field units seeking clarification on the applicability of mandatory training for a subsequent time bound scale upgradation when this training was exempted in previous time bound upgradation due to nearness of retirement [< two years].

Specifically, cases have been noticed where the first time bound upgradation was delayed due to provisional E-1/E-2 scales after 2nd PRC (i.e. 1.1.2007 onwards) and a general guideline was issued to grant 1st upgradation to these executives after 6 years (maximum period for 1st TBP) vide BSNL CO order no. 400-61/2004-Pers.I(Part-I) dated 08.04.2010. Some of these executives were nearing their retirement (< two years) and were granted exemption from mandatory training as per rules. Later, this order was withdrawn and executives were allowed 1st TBP with attendant conditions of EPP i.e. flexibility of 4-6 years was restored, vide BSNL CO order no. 400-61/2004-Pers.I(pt.I) dated 18.3.2011. The second order necessitated pre-dating of date of 1st TBP for some of these executives who touched next higher scale before 6 years and also became eligible for 2nd TBP during their service.

The grant of 2nd TBP is incumbent on the completion of mandatory training attached with the 1st TBP. Since, the executive was exempted from mandatory training after his 1st TBP due to his nearness to retirement, the requirement of mandatory training for considering his subsequent TBP, if due, shall be deemed as exempted.

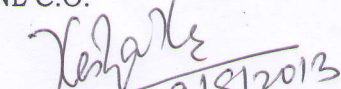
This issues with the approval of the Competent Authority.


(J. Srinivasan)

Asst. General Manager (Pers.I)

Copy to:-

- 1) The PPS to CMD, BSNL/ all Directors/all EDs, BSNL C.O., New Delhi
- 2) The CVO/PGM/GM(Pers.)/Estt/Trg./EF/FP/BW/Elect./Arch./TF, BSNL C.O.
- 3) The CGM, NTR, w.r.t. l.n.7-2/2011-Estt/Up.../62, dt.01-04-2013
- 4) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 5) All DMs(PersI/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 6) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 7) Spare copy/Order Bundle.


19/8/2013

(Keshav Kumar)
Deputy Manager (Pers.I)