

**CORPORATE OFFICE:**

5th Floor

Telecom Establishment (TE) Section  
Establishment Branch



**भारत संचार निगम लिमिटेड**

(भारत सरकार का उपक्रम)

**BHARAT SANCHAR NIGAM LIMITED**

(A Govt. of India Enterprise)

No.13-5/2019-TE

Dated: 21.11.2019

To

All Heads of Telecom Circles/  
All Heads of Telecom Districts/  
Other Administrative Units,

Sub: Grant of Financial Up-gradation of employees under Non-Executive Promotion Policy (NEPP).

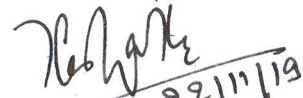
Sir,

It has been brought to the notice of this office that many employees have not been granted upgradations under NEPP due to non-holding of DPC, such employees face financial loss in the changing scenario (probably referring to VRS date of 31.01.2020). Accordingly, it has been requested to issue order for holding of DPC for the up-gradation of such employees.

2. The demand has been examined. It has been decided that the process of financial up-gradation of all non-executive employees under NEPP Scheme which may be due up to 31.01.2020 may be processed for the purpose of completion of VRS Scheme smoothly.

3. Further, there may be cases where some of the Time Bound pay up-gradation which already have been processed in the recent past and where employee have opted for fixation in higher pay scale from the date of next increment falling after 31.01.2020. In such a scenario, there will be no issue for those who were not opted for VRS. But those who are opting for VRS may face financial loss (due to the pending fixation of pay beyond 31.01.2020. Such employees of the latter group may raise the issue of being given a fresh option for fixation of pay from the due date of up-gradation. Such employees may be given pay fixation from the due date of up-gradation. (i.e. due date before 31.01.2020).

4. Action on the above cases may be taken early in view of the VRS deadline. Any delay in this matter may be avoided. This issues with the approval of competent authority.

  
(Keshav Kumar)

Asstt. General Manager (Estt.-II)