

**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

CORPORATE OFFICE  
PERSONNEL BRANCH

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

No. 400-24/2018-Pers.I

Dated: 25<sup>th</sup> Sept- 2018

To

**All the Heads of Telecom Circles/  
Projects/Regions & other Administrative Units of BSNL.**

**Subject: Time Bound Upgradation/NF Upgradation under EPP/BSNL MSRRs  
- Impact of Disciplinary cases of Major Penalty/Vigilance cases erupted  
beyond the due date of upgradation.**

The undersigned is directed to refer to this office letter No. 400-164/2012-Pers.I dated 20-09-2012 conveying processing of upgradation/NF grade cases under EPP/MSRRs in the backdrop of disciplinary cases for minor penalty/vigilance cases, etc. erupted beyond the due date of upgradation.

2. It has been noted that some of the executives have been deprived of benefit of time bound upgradation either due to vigilance/disciplinary cases for **Major Penalty** erupted beyond the due date and continuing till the meeting of CPC/Screening Committee or a charge sheet for **Major Penalty** initiated (after due date only) and imposition of major penalty ended before CPC/in currency at the time of CPC.

3. Considering the hardships faced by some executives as well as court pronouncements, the matter has been reviewed in this office and it is hereby conveyed with the approval of the competent authority that the due date should be the defining criteria in any periodic upgradation, rather any future vigilance consideration. Accordingly, the clarification dated 20-09-2012 is hereby expanded to cover cases of **Major Penalty** as well for processing of upgradation/NF grade cases as below:-

- (a) All cases of time bound upgradation under EPP may be **processed in advance** w.r.t. due date and **twice a year** in line with existing instructions dated 10-10-2011 to avoid such an eventuality.
- (b) Similarly, NF upgradation under MSRRs may be processed in advance.
- (c) Any disciplinary/Vigilance case arising after the due date of upgradation/NF grade will not affect the outcome of CPC/Screening Committee given the fact that advance processing of time bound upgradation cases is mandatory under EPP.

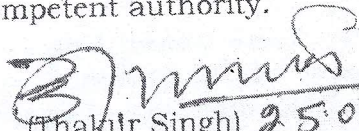
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- (d) Disciplinary Cases of **Major Penalty**/Vigilance Case erupted after due date of upgradation/NF upgradation will not affect the grant of upgradation.
- (e) Past cases of time bound upgradation under EPP/MSRRs coming under the instant guidelines may be reviewed accordingly.

Note: The above guidelines, however, will not have an effect upon post based promotions which shall continue to be regulated by existing DoPT guidelines on DPC and promotion.

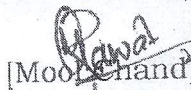
This is issued with the approval of the competent authority.

  
(Thakur Singh) 25.09.2018

Astt. General Manager (Pers. Policy)

Copy to:-

1. PPS to CMD, BSNL/ PPS to all Board of Directors, BSNL.
2. CVO/Sr. GM(Estt) /Sr.GM(FP)/GM(Pers)/GM(TF)/CGM(BW)/CGM(EW)/CGM(Arch), BSNL CO.
3. All CGMs/PGMs/Sr. GMs/GMs, BSNL Corporate Office.
4. OL Section for Hindi Version.
5. BSNL Intranet/Guard file.

  
[Moolchand] 25/09/18

Deputy Manager (Pers. Policy)