

**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. 13-4/2019-TE

Dated 16.12.2019

To

All Heads of Telecom Circles,  
Metro Districts & Administrative Units,  
Bharat Sanchar Nigam Limited.

**SUB:** Non-Executive promotion Policy (NEPP) for employees in the IDA pay scales- Guidelines regarding impact of Disciplinary cases of Major Penalty/vigilance cases erupted beyond the due date of up-gradation.

Sir,

The undersigned is directed to refer to this office letter No. 13- 2/2010-TE (pt.) dated 06.11.2012 conveying guidelines regarding consideration of the period of performance review involving disciplinary cases of Minor Penalty.

2. This office has received references for similar consideration in cases of major penalty proceeding emanating after the due date of time bound upgradation under NEPP.

3. 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 up-gradation rather any future vigilance consideration. Accordingly, the clarification dated 06.11.2012 is hereby expanded to cover cases of Major Penalty as well for processing of upgradation cases as below:-

- (a) All cases of time bound up-gradation under NEPP may be processed in advance w.r.t. due date and twice a year as per existing instructions contained in this office letter No. 27-7/2008-TE-II (Pt.) dated 20.09.2011 to avoid such an eventuality.
- (b) Any disciplinary/Vigilance case arising after the due date of up-gradation will not affect the outcome of Screening Committee given the fact that advance processing of time bound up-gradation cases is mandatory under NEPP.
- (c) Disciplinary Cass of Major Penalty/Vigilance case emanating after due date of up-gradation will not affect the grant of up-gradation.
- (d) Past cases of time bound up-gradation under NEPP coming under the instant guidelines may also be reviewed accordingly.

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4. Post-based promotion shall continue to be governed by the existing DOP&Trg. Guidelines on DPC procedure and nothing in this order shall apply in such cases.

This issues with the approval of the Competent Authority.

Yours faithfully,

**(Sheo Shankar Prasad)**

**Dy. General Manager (ESTT.I)**

**Telephone No. 23715155**

Copy To:-

1. PPS to CMD, BSNL CO.
2. PPS to All Boards of Directors of BSNL.
3. All PGMs/Sr. GMs/GMs/DGMs, BSNL CO.
4. CSS/Pers-I./SEA/Civil Wing/Electrical Wing/Arch, Wing, BSNL CO.
5. OL Section- for Hindi Translation.