

BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

[PERSONNEL-I BRANCH]

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. BSNLCO-PERS/15(17)/1/2020-PERS1

Dated: 31-08-2020

To

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

Subject: **Deferment of next time bound pay scale upgradation under Executive Promotion Policy [EPP] for a period of two years in the case of refusal of post based promotion.**

Approval of the competent authority is hereby conveyed to incorporate the following provisions under EPP and guidelines for refusal of promotion:-

- i) That in addition to the provisions of BSNL CO's letter no.400-204/2013-Pers.I dtd. 01/11/2013, refusal of promotion (regular/adhoc) will disentitle the executive from next time bound pay scale upgradation (after promotion order) under EPP for a period of **two years** from the due date, described below at (ii) *[The only exception may be the employee/s who have already availed maximum E6 pay scale under EPP so far as deferment of next upgradation is concerned].*
- ii) That if a post based promotion (i.e. regular/adhoc) has been offered and any employee refuses a post based promotion (regular/adhoc) or fails to join the promoted post due to any reasons, then such an employee will not be considered for any promotion (regular/adhoc) or even look after arrangement for a period of one year or till the preparation of next panel, whichever is later, from the date of such refusal. **Also**, the next time bound pay scale upgradation under EPP of the employee (after the date of said promotion order) shall be postponed for a period of **two years** from the due date. However, the above condition will not affect any time bound pay scale upgradation due/granted to the employee prior to the date of said promotion order.

The amendment will take effect from 28-07-2020 i.e. the date of approval by BSNL Board.

The above provisions shall stand incorporated in EPP as well as guidelines for refusal of promotion.

This is issued with the approval of competent authority.

(O.N. Tiwary)

Dy. General Manager (Pers. SM)

Copy to:-

- 1) PPS to CMD, BSNL/ PPS to all functional Directors of BSNL Board
- 2) PPS to CVO BSNL
- 3) CGMs/PGMs (BW)/(Civil)/(EW)/(Arch.)/(TF)/Sr.GM(Estt.)/Sr.GM(FP)
- 4) Director (Staff), DoT, New Delhi.
- 5) All CGMs/PGMs/Sr.GMs/GMs, BSNL Corporate Office
- 6) BSNL Intranet.

[Mool Chand]

Astt. General Manager (Pers. Policy)