



BHARAT SANCHAR NIGAM LTD.

(A Govt. Of India Enterprise)
(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-27/2010-Pers.I (Pt.)

dated: 17 July, 2012

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

Subject: Executive Promotional Policy – regarding assessment of ACR/APAR for 1st time bound IDA pay scale upgradation.

With reference to BSNL CO letter No. 400-27/2010-Pers.I dated 29.07.2011 this office has been receiving references from field units seeking guidelines for the cases where four years of ACRs/APARs could not be possible on the due date of 1st upgradation [viz. Assam circle letter dated 02.02.2011 and MH Circle letter dated 13.04.2012).

The matter has been examined. It is clarified that while maintaining the due date of upgradation, the cases of executives for their 1st IDA pay scale upgradation may be considered only after availability of ACR/APAR of four financial years in the company. To this extent, ACRs/APARs of periods beyond the due date of 1st TBP may also be supplemented to count the required condition of available ACR's/APARs of four years service, as stipulated in the above cited BSNL CO letter dated 29.07.2011.

(R. K. Verma)

Asst. General Manager (Pers.I)

Copy to:-

- 1) The PPS to CMD, BSNL/ all Executive Directors, BSNL C.O., New Delhi
- 2) The CVO/PGM/GM (Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O.
- 3) GM(Rectt.), BSNL CO, New Delhi.
- 4) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 5) The DM(Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 6) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 7) All AMs, Pers. I Section.
- 8) Spare copy/Order Bundle.

(Keshav Kumar)

Deputy Manager (Pers.I)