



**Bharat Sanchar Nigam Limited**  
(A Government of India Enterprise)

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To  
All Heads of the Telecom Circles,  
Bharat Sanchar Nigam Limited

Sub: Passing of confirmation Test in the cadre of TOA(G)/TOA(TG) ---Guidelines  
regarding regulation of withheld increments.

Sir,

Kind attention is invited to this office letter of even No. dated 09.08.2018 vide which instructions were issued for holding of confirmation test in respect of the left out eligible candidates in the cadres of TOA(G)/TOA(G). A query has emerged as to how the withheld increments in respect of such TOAs (who could not qualify the confirmation test as per the provisions laid in the Recruitment Rules of TOA) will be regulated, consequent upon their passing of confirmation test.

The matter has been examined in the light of the provisions as contained in Ministry of Finance OM No. F 2(47)-Estt/60 dated 17.08.1960, which stipulates that in cases where the period of probation is extended on account of failure to pass the departmental examinations, while there is no objection to regulate the pay and increments on confirmation at the end of the extended probationary period on the basis of what the officer would have drawn but for his probation, no arrears on this account should be allowed to him for the period prior to the date of confirmation. This would mean that the increment of the officer is withheld without cumulative effect for failure to pass the departmental examination and cannot be considered as a penalty within the meaning of Rule-11 of the CCS (CCA) Rules, 1965, vide explanation below that rule".

In view of the above, it is hereby clarified that consequent upon passing of confirmation test by the TOA, his/her withheld increments (as per provisions of the Recruitment Rules of TOA) should be released on notional basis and actual benefit of increment should be extended from the date of passing of confirmation test and no arrears on this account should be allowed for the period prior to his passing the confirmation examination.

All Heads of the Telecom Circles are requested to give wide publicity in all the SSAs under their jurisdiction, and ensure that all such cases are settled as per above instructions.

Yours sincerely,

(G.P.Vishnoi)

Asstt. General Manager (Estt-III)

**BSNL-INTRANET**