



## Bharat Sanchar Nigam Limited

(A Govt. of India Enterprise)

Corporate Office

(PAT SECTION)

5<sup>th</sup> floor, Bharat Sanchar Bhawan, Janpath, New Delhi - 110 001

No. 2-1/2016-PAT(BSNL)

Dated : 14 -09-2016

To  
All Heads of the Telecom Circles/Telecom Districts/Regions/  
Projects/Telecom Stores/Telecom Factories & Other Administrative Offices  
Bharat Sanchar Nigam Limited

Sub: Regulation of pay on post based promotion during the period of deferred option for fixation of pay under Time Bound Promotion


Sir,

It has been requested by one of the Telecom Circles to clarify whether one increment can be granted on post based promotion during the period of deferred option for fixation of pay under Time Bound Promotion (TBP) in the next higher scale, if an employee happens to be in the same scale on post based promotion. This matter has been examined in consultation with the Pers. Branch, BSNL C.O. and it is clarified that after grant of TBP on a given date, the residency period for future TBP starts from that date of TBP. The option for fixation of pay from the DNI, therefore, does not shift the residency period to the date of DNI. In view of this, the employee cannot be treated to be in the pre-promoted scale at the time of post based promotion during the period of deferred option and therefore, he would not be entitled to one additional increment.

2. For example, if an executive got TBP from E-4 to E-5 on 1.4.2012, submitted his option for fixation of pay in E-5 from DNI i.e. 1.10.2012 and got post based promotion to E-4 scale on 14.9.2012, then one additional increment cannot be granted on his post based promotion on 14.9.2012 as the officer is working in E-5 scale w.e.f. 1.4.2012. In such cases, EPP does not allow grant of increment as per Para 1(II) (v) of BSNL OM no. 400-61/2004-Pers. I dated 18.1.2007.

3. If any employee has been granted the benefit of one additional increment in the above situation, his pay may be regulated as per the clarification in the above para.

Yours faithfully,

  
14.9.16  
(S. P. Bhatta)

Asstt. General Manager (Estt-I)

Tele. No. 23037477

1. PS to CMD, BSNL
2. PS to Dir(HR)/Dir(Enterprise)/Director(CFA)/Dir(CM)/Dir(F), BSNL Board
3. PS to CVO, BSNL
4. All Executive Directors, BSNL
5. All PGMs/Sr.GMs/GMs in BSNL CO.
6. Addl. GMs/DGMs(Admn.)/(Pers.)/(BW)/(Elect.)/(Arch.)/(SEA)/(EF)/(CA) BSNL CO.
7. DM (Pay Bill)/ Cash /L&A/Pension/ Admn. BSNL C.O.
8. BSNL Intranet/Guard File