



No. 15-07/2011-Pers.II
BHARAT SANCHAR NIGAM LIMITED
[A Government of India Enterprise]
CORPORATE OFFICE
PERSONNEL-II SECTION

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

Dated: 18th August, 2015.

To

All Heads of Telecom Circles/Metro Districts,
Maintenance Regions/Project Circles etc.
Bharat Sanchar Nigam Limited,

Sub: Clarification in respect of implementation of policy guidelines issued by BSNL C.O. in respect of PA/PS of BSNL field units – regarding.

Consequent upon issues raised by BSNL Associations/Unions/representations of officials addressed to the CMD, BSNL and the representatives of the applicants to OA No.142/2011 in respect of fixation of pay of PA/PS by Tamilnadu, Karnataka and STP during the personal hearing by CMD BSNL on 15.05.2012 and as per the feed back received from the circles and the second meeting held with the representative of associations by CMD on 11.10.2012 to look into the issues raised during the personal hearing dated 15.05.2012, the issues relating to PA/PS of BSNL field units have been examined by this office in detail and are clarified as under:

(a) CLARIFICATION REGARDING GRANT OF OPTION FACILITY UNDER EPP TO GRADE I & GRADE II STENOGRAPHERS WHO BECAME PAs ON 1.1.2004 CONSEQUENT UPON RESTRUCTURING OF THE STENOGRAPHERS CADRE OF BSNL FIELD UNITS.

Clarification:- There were three categories of Grade I & Grade II Stenographers working in BSNL field units who were made PAs i.e., Executives w.e.f. 1.1.2004 due to restructuring of the Stenographer's Cadre of BSNL field units.

Category I:- Some of such Grade I & Grade II Stenographers have been granted ACP prior to 1.1.2004 i.e., prior to becoming PAs (executives) w.e.f. 1.1.2004.

As these Grade I & Grade II Stenographers became PAs (i.e. executive) w.e.f. 1.1.2004, they are regulated as per Executive Promotion Policy (EPP) w.e.f. 1.1.2004. Under Clause 1(I)(d)(7) of EPP it is stated that "any upgradation due to the **Executive** on or before 01.10.2004 based on earlier time bound policies, such upgradation will be granted to the executives on the basis of options as one time relaxation.....".

In this category of case, the ACP has already been granted to the **non executive** i.e., Grade I & Grade II Stenographers prior to 1.1.2004 under earlier GOI Time Bound Promotion Policy, therefore, clause 1(I)(d)(7) of EPP i.e., grant of one time option facility cannot be made applicable to these Grade I & Grade II Stenographers of BSNL field units as they have been granted ACP prior to 1.1.2004 in the non-executive grade.

Category II:- Some of the Grade I & Grade II Stenographers who became PAs w.e.f. 1.1.2004 have been granted ACP during the period 1.1.2004 to 30.09.2004. Since these Grade I & Grade II Stenographers have already been granted the status of an Executive w.e.f. 1.1.2004, they are regulated as per the provisions of EPP w.e.f. 1.1.2004. Therefore, option facility under clause 1(I)(d)(7) is applicable to them as ACP was due to them i.e. **executive** during the period 1.1.2004 to 30.9.2004 and not prior to 1.1.2004 as applicable in Category I cases.

Contd...

