



BHARAT SANCHAR NIGAM LIMITED
(A Government of India Enterprise)
CORPORATE OFFICE
TE Section

5th floor, Bharat Sanchar Bhawan, Janpath, New Delhi -1

No. 13-2/2010-TE (Pt.)

Dated : 06/10/2012

To

**All Heads of Telecom Circles,
Metro Districts & Administrative Units,
Bharat Sanchar Nigam Limited.**


SUB: Non- Executive Promotion Policy (NEPP) for employees in the IDA pay scales of NE-1 to NE-11 of Bharat Sanchar Nigam Limited – Guidelines regarding consideration of the period of performance review involving disciplinary cases.

Kindly refer to this Office letter No. 27-7/2008-TE-II dated 23/03/2010 regarding Non-Executive Promotion Policy (NEPP) for employees of IDA pay scales of NE-1 to NE-10 of BSNL and No. 27-7/2008-TE-II (Up-gradation) dated 11/09/2012 regarding modifications made in the NEPP for according Time Bound Financial Up-gradation to the Non-Executives working in the pay scale of NE-11. The matter of processing of cases of time bound upgradations in the case of employees involved in disciplinary cases has been reconsidered and it has been decided with the approval of the competent authority that :-

- (i) Disciplinary cases of minor penalties, as defined under Rule 33 (A) of BSNL CDA Rules, 2006, initiated after the due date of time bound IDA pay scale upgradation will not affect the grant of time bound IDA pay scale upgradation.
- (ii) **Sealed cover proceedings will be applicable only if the relevant condition(s) is attracted on the due date of time bound IDA pay scale upgradation or on the date of meeting of the Screening Committee, if it is held in advance.**
- (iii) Past NEPP cases effective from 01/10/2004 may also be reviewed accordingly.

Post-based promotions shall continue to be governed by the existing DOP&T guidelines on DPC procedure and nothing in this Order shall apply in such cases.

This issues with the approval of CMD, BSNL.


06.11.2012
(A. Sinha)

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Copy to:-

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3. CSS/Pers.-III/SEA/Civl Wing/Electrical Wing/Arch. Wing, BSNL C.O.
4. Secretary General, BSNLEU
5. Order Bundle
6. OL Section – for Hindi translation
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