

BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

TE Section

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

No. 27-7/2008-TE-II (Up-gradation)

Dated : 11/09/2012

To

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

SUB: Modification in Non- Executive Promotion Policy (NEPP) issued vide this office letter no.27-7/2008-TE-II dtd.23.3.2010.

Non Executive Promotion Policy for the Non-Executives working in IDA pay scale of NE-1 to NE-10 was issued vide this office letter of even no. dtd. 23.03.2010. After introduction of new NE-12 IDA Scale of Rs.16390-33830/- w.e.f. 22.2.2012, the following modifications are made in the NEPP for according Time Bound Financial Up-gradation to the Non-Executives working in the pay scale of NE-11 :-

(a) Scope :

All regular Non-Executive employees (absorbed or BSNL recruited), who are/were working on regular establishment of BSNL in NE-11 pay scale as on 22/02/2012 and meeting the eligibility criteria of qualifying service required for financial up-gradation to the next higher pay scales shall be given financial up-gradation to NE-12 pay scale.

(b) Qualifying Service Conditions:

The qualifying service conditions for financial up-gradation to NE-12 pay scale would be as detailed in para 3 of NEPP order dtd. 23.03.2010.

(c) Up-gradation Criteria :

The fitness for up-gradation to the NE-12 IDA pay scale will be judged by the following Screening Committee on the basis of performance rating of ACRs/APARs of previous 5 years as per the criteria laid down in para (d) and subject to the condition that the non-executive is free from disciplinary/vigilance angle and no punishment is in currency.

The Screening Committee in this case will be as under :-

Sl. No.	Scale	Composition of Screening Committee
1	Up-gradation from NE-11 to NE-12	<ol style="list-style-type: none">1. Officer just below the level of SSA head but not below the rank of SDE as Chairman. (In Circle Office and in SSAs headed by GM and above level officer, the Chairman of the Screening Committee will be of the level of DGM)2. Officer one level below the level of the Chairman of the Screening Committee3. Officer one level below the level of the Chairman of the Screening Committee

contd...2/-

