

BHARAT SANCHAR NIGAM LTD.  
( A GOVT. OF INDIA ENTERPRISE )  
CORPORATE OFFICE  
TE SECTION  
BHARAT SANCHAR BHAWAN, NEW DELHI - 1

No. 13-2/2010-TE

Dated : 04/05/2011

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-10 of Bharat Sanchar Nigam Limited.- Clarification thereof.

REF: This Office letter of even no. dated 04/03/2011.

Kindly refer to this Office letter of even no. dated 04/03/2011, vide which it has been clarified that the extra increment granted vide BSNL C.O. letter No. 27-8/2003-TE-II (I) dated 18/11/2003 comes under the concession given by BSNL in relation to BCR/Gr. IV and if an official opt for his erstwhile promotion policy viz. OTBP/BCR/Gr. IV, the extra increment is not to be granted for one year to him prior to his retirement.

2. After issuance of the aforesaid clarification, it has come to the notice of this Office that in some Circles/Units, the aforesaid clarification has been interpreted as if the extra increment given in all cases after 01/10/2000 has to be withdrawn and accordingly these Circles/Units are resorting to the recovery of the amount already given to the employees due to the grant of this extra increment in BCR Gr. III.

3. In this connection, it is clarified that vide Para 5.2 of NEPP Order dated 23/03/2010, it has already been stipulated that the cases settled prior to the issue of this Order, need not be reopened unless the employee himself opts for this Non-Executive Promotion Policy.

4. Accordingly, it is reiterated that the cases of granting of extra increment in BCR Gr. III to the non-executive employees settled before 23/03/2010 need not be reopened and accordingly there is no need for resorting to the recovery from these employees, if these employees opt for continuing in the OTBP/BCR/Grade-IV promotion policy.

5. However, in the cases of the non-executive employees, who have been granted the extra increment in BCR Gr. III, opt for NEPP, then these employees may be regulated as per the option given by these employees in Option Form-II, under Para 6.4 of NEPP Order dated 23/03/2010. If these employees opt to avail their first upgradation as per NEPP by forgoing the extra increment granted to them under OTBP/BCR/Grade-IV Schemes, then action may be taken in accordance with the clarification given vide point no. 1 of this Office letter of even no. dated 20/08/2010.

6. It is, therefore, requested that immediate necessary action for implementation of Non-Executive Promotion Policy (NEPP) in accordance with the aforementioned clarifications.

7. This issues with concurrence of BSNL Finance.

*Harsh Singh*  
4/5/11

**(Harsh Vardhan Singh)**

Addl. General Manager (Estt.)

TEL. NO. 23737886

FAX NO. 23734365

Copy to:-

1. PPS to CMD/All Board of Directors of BSNL
2. DDG (Estt.), DOT
3. All PGMs/GMs/DGMs, BSNL C.O.
4. CSS/Pers.-III/SEA/Civil Wing/Electrical Wing/Arch. Wing, BSNL C.O.
5. Secretary General, BSNLEU
6. Order Bundle
7. OL Section – for Hindi translation
8. BSNL Intranet