



**Bharat Sanchar Nigam Limited**

*(A Govt. of India Enterprise)*

OFFICE OF THE PRINCIPAL GENERAL MANGAR TELECOM DISTRICT, HYDERABAD-63.

**Lr.No. SP-66/NEPP-CENTRAL/2018-20/ 09, dated at Hyd. the 05-12-2019.**

**Sub:** - 3<sup>rd</sup> Time bound upgradation of IDA Pay scales for Non Executive Officials under Non Executive Promotion Policy for staff working under PGM [CFA] CENTRAL - Reg.

**Ref:** - AGM [Admn & OP] CENTRAL Lr.No. HTD/GM-C/SP-206/NEPP/2019-20/4, dtd. 02-11-2019 and **DPC date 16-10-2019.**

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In accordance with Non Executive Promotion Policy [NEPP] conveyed vide BSNL Corporate Office Lr.No.27-7/2008-TE-II, dtd.23-03-2010 and BSNL C.O. clarification letter No.13-2/2010-TE, dated 20-08-2010, 06-01-2011 & 28-09-2011 and modification Lr.No.27-7/2008-TE-11 [Upgradation], dated 11-09-2012, approval of competent authority is hereby conveyed for 3<sup>rd</sup> Time Bound Upgradation to the Non Executives of working under PGM [CFA] CENTRAL, HTD listed in the annexure with effect from the date mentioned against their names, as per the options exercised by them for **BSNL NEPP.**

Consequent to upgradation of IDA pay scale there will be no change in the substantive status of the non executive. Since the time bound IDA Pay scales upgradation are personnel to Non Executive concerned, no claim whatsoever can be made by the comparison on ground of seniority, class, community, cadre, stream etc. Further, except as provided in the instant guidelines, there will be no claim on account of any of the other provisions of FR & SR in the context of pay scales, pay fixation, substantive status etc.

Before effecting the upgradation the date of effect of the upgradation should be verified with reference to the service book and it should also be ensured.

1. That the non executive official is in the same (substantive IDA) pay scale, 4 years for BSNL absorbed for 1<sup>st</sup> upgradation, and 8 years for BSNL appointees for 1<sup>st</sup> upgradation, 7 years for BSNL absorbed and 8 years for BSNL appointees for 2<sup>nd</sup> upgradation, 8 years for BSNL absorbed and BSNL appointees for 3<sup>rd</sup> upgradation prior to the date of effect of upgradation (Listed in Annexure).

2. That the official is BSNL Absorbed / Recruittee.

3. That the period of non qualifying service viz. dies non, EOL without medical certificate is to be excluded for counting eligible service of 4 years for BSNL absorbed 1<sup>st</sup> upgradation, 7 years for BSNL absorbed 2<sup>nd</sup> upgradation, 8 years for 3<sup>rd</sup> upgradation, 8 years for 4<sup>th</sup> upgradation & 8 years for BSNL appointees for 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, & 4<sup>th</sup> upgradations.

4. That the official has availed any upgradation on the basis of existing OTBP/ BCR / Grade IV/ACP Schemes etc., by way of conversion/restructuring/pay scale up gradation etc., in case of 1<sup>st</sup> upgradation during the period from 01-10-2000 to 30-09-2004 and for 2<sup>nd</sup> upgradation for BSNL absorbed and BSNL recruittees during the period from 01-10-2000 to 23-03-2010 and the same may be ensured as per the option exercised by the employee.

:: 2 ::

5. That the official has not availed any upgradation on the basis of existing OTBP / BCR / Grade IV/ACP Schemes etc., by way of conversion/restructuring/pay scale up gradation etc., during the period on or after 01-10-2000 to 23-03-2010 and the same may be ensured as per the option exercised by the employee.

**The pay fixation under Time bound upgradation shall be allowed as per item 6.1 of BSNL C.O. ND. Lr.No.27-7/2008/TE-II, dated: 23-03-2010.**

Concerned Non Executive Employee may exercise option for pay fixation either from the date of upgradation under NEPP or from the date of his / her next increment. The official should exercise option within **one month** from the date of issue of this order.

Any up gradations granted or approved inadvertently will be reviewed and accordingly necessary action will be taken.

The above fixation of pay is subject to post audit or administrative review/inspection/check/assessment and in case any over payment is detected, the same will be recovered from the concerned officer[s]/official[s] without any further notice.

Accordingly, concerned PAO should ensure that the above clause is available in the pay fixation order/memo. before releasing the payment arising thereto.

**TERMS AND CONDITIONS**

- The unit officer may ensure that there are no vigilance / disciplinary cases pending /contemplated against officials.
- The date of upgradation is subject to change, if any, on verification of SB at the time of pay fixation.
- The date of joining of the officials may be forwarded to SDE (Staff-1) and to all concerned.
- If the official is on leave the upgradation takes effect from the date of rejoining duty.
- The officials who are having SLP court cases if any their NEPP promotions may not be implemented as per the orders of CGMT, TT Circle, HYD.
- Officials concerned / Unit officers /AO concerned may intimate discrepancies if any observed to the undersigned immediately.

*C. S. R.*  
*5/12/18*

**Assistant General Manager [Admin.],  
for PGMTD, BSNL Bhavan,  
Hyderabad - 500 063.**

**Copy to: -**

01. The official's through Unit Officers.
02. AGM [Admn & OP] / AO [Pay] CENTRAL for information necessary action.  
The concerned AO (Pay & SR) may furnish the discrepancy if any to the undersigned before implementation.
03. AGM[A] O/o CGMT, TS Circle, Hyderabad.
04. District Secretaries, All Recognized Unions, HTD.
05. Intranet / Guard file.

