No. 13-4/2019-TE

Dated 16.12.2019

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-
Guidelines regarding impact of Disciplinary cases of Major Penalty/vigilance
cases erupted beyond the due date of up-gradation.

Sir,

The undersigned is directed to refer to this office letter No. 13-2/2010-TE (pt.)
dated 06.11.2012 conveying guidelines regarding consideration of the period of
performance review involving disciplinary cases of Minor Penalty.

2. This office has received references for similar consideration in cases of major
penalty proceeding emanating after the due date of time bound upgradation under
NEPP.

3. The matter has been reviewed in this office and it is, hereby, conveyed with the
approval of the competent authority that the due date should be the defining criteria
in any periodic up-gradation rather any future vigilance consideration. Accordingly,
the clarification dated 06.11.2012 is hereby expanded to cover cases of Major Penalty
as well for processing of upgradation cases as below:-

(a) All cases of time bound up-gradation under NEPP may be processed in advance
w.r.t. due date and twice a year as per existing instructions contained in this
office letter No. 27-7/2008-TE-II (Pt.) dated 20.09.2011 to avoid such an
eventuality.
(b) Any disciplinary/Vigilance case arising after the due date of up-gradation will not
affect the outcome of Screening Committee given the fact that advance processing
of time bound up-gradation cases is mandatory under NEPP.
(c) Disciplinary Cass of Major Penalty/Vigilance case emanating after due date of up-
gradation will not affect the grant of up-gradation.
(d) Past cases of time bound up-gradation under NEPP coming under the instant
guidelines may also be reviewed accordingly.
4. Post-based promotion shall continue to be governed by the existing DOP&Trg. Guidelines on DPC procedure and nothing in this order shall apply in such cases.

This issues with the approval of the Competent Authority.

Yours faithfully,

(Sheo Shankar Prasad)
Dy. General Manager (ESTT.I)
Telephone No. 23715155

Copy To:-

1. PPS to CMD, BSNL CO.
2. PPS to All Boards of Directors of BSNL.
3. All PGMs/Sr. GMs/GMs/DGMs, BSNL CO.
4. CSS/Pers-I./SEA/Civil Wing/Electrical Wing/Arch, Wing, BSNL CO.
5. OL Section- for Hindi Translation.