



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

[PERSONNEL BRANCH]

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

BSNLCO-PERS/15(17)/3/2020-PERS1

Dated: 23 /08/2021

To

All Heads of Telecom Circles &
Other Administrative Units, BSNL

Subject: Clarification regarding Time Bound Upgradation under EPP in respect of employees undergoing a penalty on due date of upgradation.

The issue regarding grant of time bound upgradation under EPP in respect of employees undergoing a minor/major penalty as on due date of respective upgradation has been engaging attention of the Management.

In this regard, it is hereby clarified that in case of employee on whom a minor/major penalty is undergoing as on due date of upgradation, the upgradation will be granted only after expiry of currency of the penalty, in terms of DoPT guidelines issued from time to time in such matters. To illustrate further, suppose the due date of upgradation in a particular case is 01-10-2020 and employee concerned is undergoing any of the penalties (say withholding of increment etc. for two years commencing from 01-09-2020 and ending on 31-08-2022), the upgradation due in his case on 01-10-2020 will be granted only after expiry of currency of penalty i.e. on/after 01-09-2022. Resultantly, subsequent upgradation shall be granted only after 5 years from the date of actual upgradation granted i.e. on/after 01-09-2022), on fulfilling the attendant conditions enshrined in EPP. As regards pay fixation on grant of upgradation, the employee concerned will be entitled to pay fixation in the upgraded pay scale only w.e.f. the date of actual upgradation granted after currency of penalty, as illustrated above.

All the respective cadre controlling authorities are required to review and settle all the EPP cases covering the above situation.

This issues with the approval of competent authority.


[Satish Kumar] 23/08/21

Dy. General Manager (Pers. DPC)

Copy to:

1. PPS to CMD, BSNL/PPS to all functional Directors, BSNL Board
2. PS to CVO, BSNL
3. All Heads of Cadre Controlling branches in BSNL CO
4. Intranet Portal


[Moolchand] 23/08/2021

Astt. General Manager(Pers. Policy)