



No. 13-2/2017-TE

Dated: 14th September, 2017

To,

All Heads of Telecom Circles,
All Heads of Telecom Districts,
Heads of Other Administrative Units, BSNL

Subject: **Non- Executive Promotion Policy (NEPP) for employees in the IDA pay scale from NE-1 to NE-10 of Bharat Sanchar Nigam Limited – Clarification regarding.**

Sir,

The issue of first and second time bound financial upgradation of such non-executive employees of BSNL who were granted post based promotion in the same IDA pay scale was under consideration of BSNL Corporate Office for quite some time.

2. After re-examination of the issue on representations from the unions/circles, it is clarified that:-

“Para 2.3 of the NEPP provides that *in the context of this policy, pay scale upgradation will mean placement of the non-executive employee from his present IDA non-executive pay scale to the next higher non-executive IDA pay scale.* Also Para 3.2(a) provides that first upgradation to the next higher non-executive IDA scale is to be considered after 4 years of service in the IDA pay scale held by the employees as on 01.10.2000. In cases where the non-executive has been granted the post based promotion after 01.10.2004 and such post based promotion is in the same IDA pay scale which the non-executive has already availed by virtue of his first financial upgradation with effect from 01.10.2004, his second financial upgradation in terms of NEPP would be considered by ignoring such post based promotion granted after 01.10.2004.”

3. Necessary action may be taken accordingly.

Yours faithfully,

(J. K. Mishra)

Asstt. General Manager (Estt-II)