



BHARAT SANCHAR NIGAM LTD.

CORPORATE OFFICE, PERSONNEL – I SECTION
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-175/2007-Pers.I (pt.I)

Date:- 2nd August, 2010.

To,

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited.

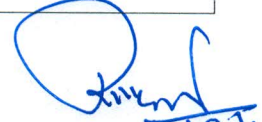
Subject:-Mandatory training under Executive Promotion Policy – clarification regarding.

A number of references from Circles, as well as from Unions/Associations requesting for clarification on various points /issues relating to Mandatory Training under provision of Executive Promotion Policy, circulated vide letter No. 400-61/2004-Pers.I dated 18.1.2007 were received by this office. The points/issues received from them have been duly considered and clarifications, as detailed below, are issued with the approval of the Competent Authority for necessary action :-

Sl. No.	Points of Clarification	Clarification
1.	Whether any executive can be exempted from mandatory two weeks training, as prescribed in para [1.0][I][f], due to medical or administrative exigencies consequent to his/her time bound promotion? If so, who will be the competent authority for granting exemption?	No exemption is permissible on administrative exigencies. However, exemption on acute medical grounds will be considered by the Competent Authority in BSNL Corporate Office, i.e. Director(HR) only in exceptional cases. Such cases will be submitted to the Director(HR) through the cadre controlling authority in BSNL Corporate office, with necessary recommendation of the CGM concerned and comments of the IFA.
2.	If training is not completed within two years from date of upgradation order, whether stoppage of increment is to be done permanently or till he completes the training at a later date. In such cases whether arrears of increment is to be drawn from the actual due date of increment or from	If training is not completed within two years from date of issue of upgradation order, 2 nd increment will not be drawn till completion of training. On successful completion of training, the increment will be released on notional basis (i.e. without arrears) from the due date of

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	the date of joining or relieving from the training?	increment and on actual basis w.e.f. the date of completion (i.e. last date) of training?
3.	If the increment is allowed from a later date (i.e. after two years) whether DNI will change permanently or for that particular period?	The date of increment will remain unchanged.
4.	The period for which increment was not drawn, whether count for next financial upgradation or not?	The period will count for next financial upgradation.


2/8/10

(R. K. Verma)

Assistant General Manager (Pers.I)

Copy to:-

- 1) The PPS to CMD, BSNL, New Delhi
- 2) The PPS to all Directors, BSNL Board, New Delhi
- 3) The CVO/PGM/GM(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O.
- 4) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 5) The DM(Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 6) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 7) Spare copy/Order Bundle.


2/8/10

(G. P. Vishnoi)

Deputy Manager (Pers.I)