



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
कार्मिक शाखा, निगम कार्यालय
चौथा तल, भारत संचार भवन,
जनपथ, नई दिल्ली 110 001

No. BSNLCO-PERS/15(11)/7/2023-PERS1

Dated 03.10.2023

To
All Heads of Telecom Circles/
& Other Administrative Units of BSNL.

Subject: **Reservation in promotion to Persons with Bench Mark Disabilities (PwBDs) – relaxation of standard of suitability regarding.**

The undersigned is directed to refer to DoP&T guidelines in the matter of reservation in promotion to Persons with Bench Mark Disabilities (PwBDs) issued vide their OM No. 36012/1/2020-Estt.(Res.II) dated 17.05.2022. Para 7.2 of the said DoPT guidelines provides that in the case of promotion by selection, PwBD candidates selected without relaxed standards, along with other candidates, will not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible candidates with benchmark disabilities who are lower in merit than the last candidate in the merit list but, otherwise found suitable for appointment, if necessary, by relaxed standards.

2. The matter regarding relaxation in benchmark in seniority based promotions to PwBD employees in BSNL has been considered in consultation with O/o CLO(SCT), BSNL CO and Establishment Branch, BSNL CO and it has been decided that the relaxation in benchmark in APAR gradings of PwBD employees will be same as applicable to SC/ST employees. This provision will be followed for PwBD employees upto AGM and equivalent level of all Streams including non-executive cadres in BSNL irrespective of whether they belong to Unreserved/SC/ ST/OBC category so as to maintain uniformity in providing relaxation to PwBD employees across different cadres/grades in BSNL, till further orders.

3. The relaxed standard shall be applicable for all the PwBD employees in BSNL for post based promotions upto AGM level of all Streams including non-executive cadres.

This issues with the approval of competent authority.

(जी.पी. विश्नाई/ G.P. Vishnoi)

उप महाप्रबंधक (कार्मिक-डीपीसी-एसएम)
Dy. General Manager (Pers-DPC-SM)

Copy to:

1. PPS to CMD, BSNL
2. PPS to all functional Directors of BSNL Board
3. PPS to CVO, BSNL
4. CGMs(BW/EW/Arch), BSNL CO
5. PGMs(Pers/Estt/EF/TF))
6. GM&CLO(SCT), BSNL CO
7. OL Section for Hindi version.
8. Intranet Portal.

(मूल चेद/ Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)
Assistant General Manager (Pers. Policy)