



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
कार्मिक शाखा, निगम कार्यालय
चौथा तल, भारत संचार भवन,
जनपथ, नई दिल्ली- 110001

No: BSNLCO-PERS/12(13)/6/2022-CSS

Dated: 22 Sept. 2023

To

All CGMs,
BSNL, Circles.

Sub: Convening of CPC from PS to PPS in field Units - regarding.

I am directed to refer to this office letter of even number 21-03-2023 and subsequent reminders dated 29-03-2023, 19-04-2023, 09-05-2023, 03-08-2023 & 18-08-2023 on the subject mentioned above, wherein it was conveyed with the approval of Competent Authority to carry out the promotion process of PPS (Field Units) on regular basis for VY 2020 (01.02.2020 to 31.12.2020), VY 2021 and VY 2022 as per BSNL MSRRs-2023.


2. The matter has been reviewed and it has been decided that all such communications as referred above stands withdrawn.

3. It is therefore, requested that necessary CPC may be convened for filling the vacancies in the PPS grade (Post VRS-19) in accordance with BSNL MS RR-2009 in respect of eligible PS for VY 2020 (01-02-2020 to 31-12-2020), VY 2021 & VY 2022.

4. In this connection, draft minutes of CPC are enclosed herewith. The minutes of the CPC, complete in all respects i.e. details of vacancy, approved rosters, list of eligible executives, minutes and APAR assessment sheet for the last 5 years (T-2) with reference to vacancy year etc. may be forwarded to DGM (Pers-DPC-SM), BSNL CO on e-mail dgmperssm@gmail.com by **14th Oct. 2023** positively for the approval of the Appointing Authority i.e. Director (HR). It is to be noted that Annexure-II will not be part of CPC minutes but should be kept for future reference in case of any litigation on account of fitness of the executive(s) for promotion to the grade of PPS.

This issues with the approval of the Competent Authority.

Encl : As above(draft minutes, Annexures (I and II))


22/9/2023
(Sunil Bhatt)
Assistant General Manager (CSS & OL)

Copy for kind information to :

1. PPS to Director (HR)
2. BSNL INTRANET.

पंजी. और निगमित कार्यालय: भारत संचार भवन, एच.सी. माथुर लेन, जनपथ, नई दिल्ली-110 001

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E-File No.BSNL.....

BHARAT SANCHAR NIGAM LIMITED
[A Government of India Enterprise]

Minutes of CPC held on.....at O/o....., Circle.....for promotion to the grade of Principal Private Secretary (Field Units) [PPS(Field Units)] on regular basis for VY

PRESENT

- 1..... Chairman
- 2..... Member
- 3..... Member

ITEM: CPC- Promotion to PPS (Field Units) grade on regular basis in respect of PSs ofCircle for vacancy year -----.

The committee considered the selection of PSs for promotion to PPS ofCircle on regular basis.

2. CPC was briefed the followings bySection :(Ref: E-file No.....)

2.1 As per Restructuring plan approved by BSNL Board and notification issued by Restg. Branch vide BSNL CO letter No. 4-02/2021-Restg dated 24.11.2021, BSNLCO-RSTG/ 15(14)/2/2021-RSTG-Part(2) dated 09.02.2022 and BSNLCO-RSTG/ 15(14)/2/2021-RSTG-Part(2) dated 23.06.2022, the revised sanctioned strength post VRS restructuring for PPS(Field Units) in.....Circle is and working strength as on crucial date (01.02.2020/01.01.2021/01.01.2022) is

2.2 Accordingly, CPC is to hold for vacancy year(s) upto VY 2020 (01-02-2020 to 31-12-2020) / VY 2021 / VY 2022 i.e post-VRS for number of vacancies at PPS level.

2.3 The eligibility criteria for promotion to the grade of PPS (Field Units) under Schedule ID of BSNL MSRRs-2009 is as below:-

"From regular SDE equivalent grade executives who are Graduate from an Indian Institute/University recognized under Indian laws, with total qualifying service of 7 years as on 1st January of the year".

Further, amendment made under Schedule ID of MSRRs-2009 vide BSNL CO letter No. 400-108/2007-Pers.I dated 12.10.2010, the following Note 4 under the schedule has been inserted:

"Note 4: Existing incumbents holding the posts of executives on regular basis on the date of notification of these RRs shall continue to be eligible for promotion to the grade of AGM equivalent to STS grade irrespective to their educational qualification"

3. The Corporate Promotion Committee were informed of the following provisions contained in the DPC guidelines, circulated by the Department of Personnel & Training, vide their O.M No. 22011/5/86-Estt(D) dt: 10.04.1989 as amended from time to time:-

(i) "6.1.2 - The DPCs enjoy full discretion to devise their own methods and procedures for objective assessment of the suitability of candidates who are to be considered by them."

(ii) "6.1.3 - While merit has to be recognized and rewarded, advancement in an officer's career should not be regarded as a matter of course, but should be earned by dint of hard work, good conduct and result oriented performance as reflected in the ACRs and based on strict and rigorous selection process."

(iii) "6.2.1(b) - The DPC should assess the suitability of the officers for promotion on the basis of their service record and with particular reference to the CRs for preceding five years, which become available during the year immediately preceding the vacancy/panel year."

(iv) "6.2.1(e) - The DPC should not be guided merely by the overall grading, if any, that may be recorded in the CRs but should make its own assessment on the basis of entries in the CRs, because it has been noticed that sometimes the overall grading in a CR may be inconsistent with the grading under various parameters or attributes."

(v) "6.2.1(f) - If the reviewing authority or the Accepting authority, as the case may be, has overruled the Reporting Officer or the Reviewing authority as the case may be, the remarks of the latter authority should be taken as the final remarks for the purposes of assessment provided it is apparent from the relevant entries that the higher authority has come to a different assessment conclusively after due application of mind. If the remarks of the Reporting Officer, Reviewing authority and Accepting authority are complementary to each other and one does not have the effect of overruling the other, then the remarks should be read together and the final assessment made by the DPC."

4. The Committee were further informed of the following subsequent additional guidelines issued by DOP&T:-

(i) In case where adverse remarks of reporting/reviewing/accepting authorities have been expunged or modified by the competent authority, the overall grading in the ACR has to be decided by the DPC in terms of DOP&T OM dt: 06.01.2010.

(ii) That the DOP&T vide O.M. No. 21011/1/2005-Estt (A) (Pt.II) dated 14.05.2009 has stipulated that the section entrusted with the maintenance of APARs after their receipt shall disclose the same to the officers reported upon. The concerned officer shall be given the opportunity to make any representation against the entries and the final grading given in the Report within a period of fifteen days from the date of receipt of the entries in the APAR. The representation shall be restricted to the specific factual observations contained in the report leading to assessment of the officer in terms of attributes, work output etc. While communicating the entries, it shall be made clear that in case no representation is received within the fifteen days, it shall be deemed that he/she has no representation to make. If the concerned APAR Section does not receive any information from the concerned officer on or before fifteen days from the date of disclosure, the APAR will be treated as final.

(iii) In terms of DOP&T O.M. No. 22011/5/2013-Estt.(D) dated 09.05.2014 in the event of the DPC deciding not to take cognizance of an order of the competent authority on the representation of the Government Servant on the entries/grading in the APARs on the ground that the same is not a speaking order, the DPC shall make its assessment based on the entries in APARs and other relevant material facts including the representation of the Government Servant.

(iv) While assessing the suitability of the Executives on whom statutory penalty/penalties is/are imposed, the DPC may take into account the Guidelines of DOP&T issued vide O.M No. 22011/4/2007-Estt.(D) dated 28.04.2014.

5. The attention of the Committee was also invited to the instructions contained in DOP&T O.M. No. 35034/97- Estt(D) dated 08.02.2002, which inter -alia provide that the DPC shall determine the merit of those being, assessed for promotion with reference to the prescribed benchmark and accordingly grade the officers as "fit" or "unfit". Only those who are graded "fit" (i.e. who meet the prescribed benchmark) by the DPC shall be included and arranged in the select panel in order of their inter-se seniority in the feeder grade. Those officers who are graded "unfit" (in terms of the prescribed benchmark) by the DPC shall not be included in the select panel. Thus, there shall be no supersession in promotion among those who are graded "fit" (in terms of the prescribed benchmark) by the DPC.

6. The committee were also informed that in accordance with Schedule II of BSNL MSRRs-2009, the prescribed benchmark for promotion to PPS (Field Units) grade is "**Good, No adverse, not more than one average for OC Category and Good, No adverse, not more than two average for SC/ST**". The prescribed benchmark is invariably met in all APARs of 5 years under consideration.

7. Observations/finding of CPC: -

- i. CPC has considered the suitability of the eligible PSs for promotion to PPS (Field Units) grade as per provisions of BSNL MSRRs-2009 as mentioned in Annexure-I.
- ii. In accordance with the instructions contained in DoP&T OM No. 22011/4/2013-Estt(D) dated 08.05.2017, endorsed by BSNL vide letter No.454-01/2018-Pers(DPC)/09 dated 13.04.2018, the APARs for 5 years preceding T-2nd year have been taken into consideration.
- iii. CPC has also gone through the Vigilance Clearance status received fromvide letter No.dated.....in respect of the Executives under consideration for promotion to PPS (Field Units) grade as mentioned in Annexure-I.
- iv.(no. of PSs) Executives are found FIT as per Assessment Sheet enclosed as Annexure-I, for the promotion to PPS (Field Units) Grade inCircle on regular basis against vacancies. The assessment of remaining Executives in the zone of consideration is considered not necessary as sufficient number of Executives with prescribed bench-mark have become available.

8. The Corporate Promotion Committee, accordingly examined and assessed the APARs of the eligible Executives (PSs) in the feeder grade and the outcome is as mentioned in **Annexure-I**.

9. Recommendation of CPC

.....PSs ofCircle found "FIT" as per Assessment Sheet enclosed as **Annexure-I** are recommended for promotion to PPS (Field Units) grade on regular basis against ----- vacancies of the vacancy year -----.

Member

Member

Chairman

Annexure I

CIRCLE:

Assessment Sheet for promotion to Principal Private Secretary (Field Units) grade on regular basis for vacancies as on VY 2020 (01.02.2020 to 31.12.2020) / VY 2021 / VY 2022

CPC Date:

File No.

Sl. No.	Name (S/Shri/Smt.)	Staff No./HRMS No.	Category	DOB	PS Grade on regular basis w.e.f.	APAR gradings				VC status as per CVO letter No.		Remarks	Recommendation of CPC
										VC status	Sl.No.		

Note:

UA=Unassessed, M=Months, NA=Not Available, NR=Not Reviewed, PS=Period Short(<3M), NAC=Non Availability Certificate, NRNR=Not Reported Not Reviewed.

Gradings: 4 & below 6 = Good; 6 & below 8 = Very Good; 8 & above = Outstanding.

Member

Member

Chairman

Annexure II

CIRCLE:

Assessment Sheet for promotion to Principal Private Secretary (Field Units) grade on regular basis for vacancies as on VY 2020 (01.02.2020 to 31.12.2020) / VY 2021 / VY 2022

CPC Date:

File No.

Sl. No.	Name (S/Shri/Smt.)	Staff No./HRMS No.	Category	DOB	PS Grade on regular basis w.e.f.	VC status as per CVO letter No.		Recommendation of CPC
						VC status	Sl.No.	

Member

Member

Chairman