



**भारत संचार निगम लिमिटेड BHARAT SANCHAR NIGAM LIMITED**

(भारत सरकार का उद्यम A Govt. of India Enterprise)

मुख्य महाप्रबंधक कार्यालय OFFICE OF THE CHIEF GENERAL MANAGER

केरल दूरसंचार KERALA TELECOMMUNICATIONS

तिरुवनंतपुरम THIRUVANANTHAPURAM-695033

**No. HR-III / TBP / 2009 / 50 Dated at Trivandrum the 22/12//2010**

Sub: Time bound Ugradation to executives

Ref: BSNL CO No. 400-61/2004-Pers dt. 18/01/2007&30/05/2007 .

Consequent on the issue of Time Bound Promotion Policy by BSNL CO vide letters cited under reference, Approval of Chief General Manager , Kerala Circle, Thiruvananthapuram is hereby conveyed for placing the following executives who have been found eligible by the screening committee , in the upgraded IDA pay scale of Rs. 29100-54500 with respect to the date of review mentioned therein.

SI No	HR No	Name	Desgn	DOB	Category	SSA	Date of Review
1	197305760	SATHEESAN P	SDE	05/11/1952	OC	ALP	01/10/2009
2	197405038	ALEY V P	DE	24/08/1953	OC	EKM	01/10/2009
3	198404374	SANTHA G	DE	21/05/1961	OC	EKM	01/10/2009
4	197306468	VALLIAMMU K S	DE	01/01/1952	SC	EKM	01/10/2009
5	198004608	PRITHVIRAJ S P	DE	09/10/1956	SC	CLT	01/10/2009
6	197705181	NARAYANAN P K	SDE	06/09/1953	SC	CLT	01.10.2009
7	197408754	CHENNAN T C	SDE	15/07/1951	SC	CLT	01/10/2009

The date of eligibility for upgradation should be as per the guidelines issued vide BSNL CO order no. 400-61/2004-Pers.I dated 18<sup>th</sup> January 2007.

The up gradation of the executives will be under the following terms and conditions.

There will be no change in the substantive status, designation, duties and responsibilities of the executives, unless any change is ordered in any specific context.

They shall exercise option for fixation of pay as per rules within one month.

The time bound up gradation of IDA pay scale of the executive under the policy is personal to the executive concerned. So no claim whatsoever can be made by comparison on grounds of Seniority, Class, Community, Cadre, Stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation , substantive status etc.

The executives whose pay is upgraded to next higher IDA pay scale will have to compulsorily undergo TWO weeks of training as prescribed for being eligible for drawal

of 2<sup>nd</sup> increment in the upgraded IDA scale. The two weeks training is to be completed within a period of two years from the date of issuance of time bound IDA scale upgradation order to the higher scale. However, the executives who have already retired or are retiring within a period of two years from the date of issuance of timebound IDA scale upgradation order, shall be exempted from such training. The executive who fails to successfully undergo the prescribed TWO weeks training will not be eligible for consideration of next IDA scale upgradation even if he/she is due for upgradation otherwise

In case any discrepancy is observed in the due date of review in respect of any executive the order should not be implemented in respect of the executive and the matter should be intimated and concurrence should be obtained from this office.

If any disciplinary/vigilance case is pending/contemplated against any of the executives who have been placed in the upgraded IDA scale the same may be intimated before implementation of this order for the particular executive.

Before implementing the orders it should be ensured that the executives ad completed the mandatory training for his/her 1<sup>st</sup> upgradation.

सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)  
कृते मु.म.प्र.दू, भा.सं.नि.लि For CGMT, BSNL  
तिरुवनंतपुरम Thiruvananthapuram-33  
फोन: 0471-2303508 फैक्स: 2301148

Copy to:

1. PGM T EKM/CLT
2. GMT ALP
3. AD(HRD), CO, TVM.
4. The officer concerned.
- 5 . Guard File.



**भारत संचार निगम लिमिटेड BHARAT SANCHAR NIGAM LIMITED**

(भारत सरकार का उद्यम A Govt. of India Enterprise)

मुख्य महाप्रबंधक कार्यालय OFFICE OF THE CHIEF GENERAL MANAGER

केरल दूरसंचार KERALA TELECOMMUNICATIONS

तिरुवनंतपुरम THIRUVANANTHAPURAM-695033

**No. HR-III / TBP / 2009 / 51 Dated at Trivandrum the 22 /12/2010**

Sub: Time bound Ugradation to executives

Ref: BSNL CO No. 400-61/2004-Pers dt. 18/01/2007&30/05/2007 .

Consequent on the issue of Time Bound Promotion Policy by BSNL CO vide letters cited under reference, Approval of Chief General Manager , Kerala Circle, Thiruvananthapuram is hereby conveyed for placing the following executives who have been found eligible by the screening committee , in the upgraded IDA pay scale of Rs. 20600-46500 with respect to the date of review mentioned therein.

SI No	HR No	Name	Desgn	DOB	Category	SSA	Date of Review
1	200200812	RAMANAN U	JTO	25/05/1978	OC	PGT	01/10/2009
2	200204092	LEEMA PATHROSE	JTO	27/06/1974	OC	IMPCS	01/10/2009

The date of eligibility for upgradation should be as per the guidelines issued vide BSNL CO order no. 400-61/2004-Pers.I dated 18<sup>th</sup> January 2007.

The up gradation of the executives will be under the following terms and conditions.

There will be no change in the substantive status, designation, duties and responsibilities of the executives, unless any change is ordered in any specific context.

They shall exercise option for fixation of pay as per rules within one month.

The time bound up gradation of IDA pay scale of the executive under the policy is personal to the executive concerned. So no claim whatsoever can be made by comparison on grounds of Seniority, Class, Community, Cadre, Stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation , substantive status etc.

The executives whose pay is upgraded to next higher IDA pay scale will have to compulsorily undergo TWO weeks of training as prescribed for being eligible for drawal of 2<sup>nd</sup> increment in the upgraded IDA scale. The two weeks training is to be completed within a period of two years from the date of issuance of time bound IDA scale upgradation order to the higher scale. However, the executives who have already retired or are retiring within a period of two years from the date of issuance of timebound IDA scale upgradation order, shall be exempted from such training. The executive who fails to

successfully undergo the prescribed TWO weeks training will not be eligible for consideration of next IDA scale upgradation even if he/she is due for upgradation otherwise

In case any discrepancy is observed in the due date of review in respect of any executive the order should not be implemented in respect of the executive and the matter should be intimated and concurrence should be obtained from this office.

If any disciplinary/vigilance case is pending/contemplated against any of the executives who have been placed in the upgraded IDA scale the same may be intimated before implementation of this order for the particular executive.

Before implementing the orders it should be ensured that the required undertaking as per Corporate office order No. 400-61/2004-Pers.I(Part-II) dtd 8<sup>th</sup> April 2010 is obtained from the executive.

सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)  
कृते मु.म.प्र.दू, भा.सं.नि.लि For CGMT, BSNL  
तिरुवनंतपुरम Thiruvananthapuram-33  
फोन: 0471-2303508 फैक्स: 2301148

Copy to:

1. GMT PGT
2. GM MS TVM.
3. The officers concerned.
4. AD HRD, Circle Office
5. Guard File.



**भारत संचार निगम लिमिटेड BHARAT SANCHAR NIGAM LIMITED**

(भारत सरकार का उद्यम A Govt. of India Enterprise)

मुख्य महाप्रबंधक कार्यालय OFFICE OF THE CHIEF GENERAL MANAGER

केरल दूरसंचार KERALA TELECOMMUNICATIONS

तिरुवनंतपुरम THIRUVANANTHAPURAM-695033

**No. HR-III / TBP / 2009 / 52** **Dated at Trivandrum 22/12/2010**

Sub: Time bound Ugradation to executives

Ref: BSNL CO No. 400-61/2004-Pers dt. 18/01/2007&30/05/2007 .

Consequent on the issue of Time Bound Promotion Policy by BSNL CO vide letters cited under reference, Approval of Chief General Manager , Kerala Circle, Thiruvananthapuram is hereby conveyed for placing the following executives who have been found eligible by the screening committee , in the upgraded IDA pay scale of Rs. 24900-50500 with respect to the date of review mentioned therein.

SI No	HR No	Name	Desgn	DOB	Category	SSA	Date of Review
1	198318130	ALEXANDER M	SDE	21/03/1962	OC	ALP	01/10/2009
2	197410141	SIVARAJAN C I	SDE	18/09/1953	OC	EKM	01/10/2009
3	197410042	SHERLY THOMAS	SDE	30/05/1952	OC	CNN	01/10/2009
4	197808935	PRAKASH K V	SDE	25/05/1959	OC	CNN	01/10/2009

The date of eligibility for upgradation should be as per the guidelines issued vide BSNL CO order no. 400-61/2004-Pers.I dated 18<sup>th</sup> January 2007.

The upgradation of the executives will be under the following terms and conditions.

They shall exercise option for fixation of pay as per rules within one month.

There will be no change in the substantive status, designation, duties and responsibilities of the executives, unless any change is ordered in any specific context.

The time bound upgradation of IDA pay scale of the executive under the policy is personal to the executive concerned. So no claim whatsoever can be made by comparison on grounds of Seniority, Class, Community, Cadre, Stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation , substantive status etc.

The executives whose pay is upgraded to next higher IDA payscale will have to compulsorily undergo TWO weeks of training as prescribed for being eligible for drawal of 2<sup>nd</sup> increment in the upgraded IDA scale. The two weeks training is to be completed within a period of two years from the date of issuance of timebound IDA scale

upgradation order to the higher scale. However, the executives who have already retired or are retiring within a period of two years from the date of issuance of timebound IDA scale upgradation order, shall be exempted from such training. The executive who fails to successfully undergo the prescribed TWO weeks training will not be eligible for consideration of next IDA scale upgradation even if he/she is due for upgradation otherwise.

In case any discrepancy is observed in the due date of review in respect of any executive the order should not be implemented in respect of the executive and the matter should be intimated and concurrence should be obtained from this office.

If any disciplinary/vigilance case is pending/contemplated against any of the executives who have been placed in the upgraded IDA scale the same may be intimated before implementation of this order for the particular executive.

Before implementing the orders it should be ensured that the executive had completed the mandatory training for his/her first upgradation.

सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)  
कृते मु.म.प्र.दू, भा.सं.नि.लि For CGMT, BSNL  
तिरुवनंतपुरम Thiruvananthapuram-33  
फोन: 0471-2303508 फैक्स: 2301148

Copy to:

1. PGMT EKM
2. GM ALP/CNN
3. AD HRD, Circle Office
4. The officers concerned.
5. Guard File.



**भारत संचार निगम लिमिटेड BHARAT SANCHAR NIGAM LIMITED**

(भारत सरकार का उद्यम A Govt. of India Enterprise)

मुख्य महाप्रबंधक कार्यालय OFFICE OF THE CHIEF GENERAL MANAGER

केरल दूरसंचार KERALA TELECOMMUNICATIONS

तिरुवनंतपुरम THIRUVANANTHAPURAM-695033

**No. HR-III / TBP / 2009 / 53 Dated at Trivandrum 22/12/2010**

Sub: Time bound Ugradation to executives

Ref: BSNL CO No. 400-61/2004-Pers dt. 18/01/2007&30/05/2007 .

Consequent on the issue of Time Bound Promotion Policy by BSNL CO vide letters cited under reference, Approval of Chief General Manager , Kerala Circle, Thiruvananthapuram is hereby conveyed for correcting the due date of review for upgradation of the following executives who have already given upgradation as per earlier orders from this office. Corrected date of review is shown against their names. This supersedes all other time bound upgradation orders issued from this office in respect of these officers. All other conditions remain unchanged.

**E2-E3 Upgradation**

SI No	HR No	Name	Desgn	DOB	Category	SSA	Old Date of Review	Corrected Date of Review
1	197802029	KRISHNA NAIK C	SDE	20/5/1955	ST	CE	01/10/2009	01/10/2007
2	197705280	SUDHA MANOHAR	SDE	8/10/56	SC	MLP	01/10/2004	01/10/2006
3	197408754	CHENNAN T C	SDE	15/7/51	SC	CLT	01/10/2006	01/10/2004

**E1-E2 & E2-E3 Upgradation**

SI No	HR No	Name	Desgn	DOB	Category	SSA	Old Date (E1-E2)	Correct Date of Review ((E1-E2)	Old Date (E2-E3)	Correct Date of Review (E2-E3)
1	197301084	MATHAI M T	JTO	5.10.49	OC	KTM	01/10/2006	01/10/2004	01/10/2008	01/10/2009

सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)

कृते मु.म.प्र.दू, भा.सं.नि.लि For CGMT, BSNL

तिरुवनंतपुरम Thiruvananthapuram-33

फोन: 0471-2303508 फैक्स: 2301148

Copy to:

1. PGMT CLT
2. GM KTM/CNN/MLP
3. AD HRD, Circle Office
4. The officers concerned.
5. Guard File.