

OFFICE OF THE CHIEF GENERAL  
MANAGER TELECOM, KERALA CIRCLE,  
HR-III Section, 2<sup>nd</sup> Floor, Doorsanchar Bhavan  
PMG Junction, Thiruvananthapuram-695033  
Phone: 0471-2523245, Fax: 0471-2303823



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

**No. HR-III / TBP / 2011 /Part I/1 Dated at Trivandrum the 4 /10/2012**

Sub: Time bound Ugradation to executives – Corrections reg:-

Ref:- This office letters 1. No. HR-III/TBP/2011/43 dated 10/5/2012

2. 50 dated 4/7/2012
3. 51 dated 4/7/2012.

Letters under reference may please be seen. Date of joining as JTO and Date of upgradation of the following officers may be corrected to read as follows.

Sl No	HR No	NAME	Date of joining	Date of upgradation	Unit
1	200300898	Firas M	26/05/2003	26/05/2007	TVM
2	200700069	Bindu R	30/01/2007	30/01/2011	TVM
3	198312079	Sulaikha P	30/10/2006	30/10/2010	MLP

**ए.के.शेषाद्रिनाथन A.K.Seshadrinathan**

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 TVM
2. GM MLP
3. Officers concerned
4. GF.

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**No. HR-III / TBP / 2011 / Part I/2 Dated at Trivandrum the 4/ 10 /2012**

**OFFICE ORDER**

In terms of BSNL Time bound/Post based Executive Promotion Policy for Group B' level officers as contained in OM No.400-61/2004-Pers.I/308 dated 18<sup>th</sup> January 2007 and subsequent clarifications issued vide letter No.400-61/2004-Pers.I(Pt.II) dated 18/3/2011, approval of the competent authority is hereby conveyed for preponement of 1<sup>st</sup> time bound IDA pay scale upgradation to the following executives shown in Annexure from the IDA pay scale of Rs. 16400-40500 to the IDA scale of Rs. 20600-46500. (E1-E2). This is in partial modification of this office orders issued for their 1<sup>st</sup> financial upgradation from E1 to E2.

The pay of the above executives who have been granted scale upgradation shall be fixed under the provision of letter No.1-50/2008-PAT(BSNL) dated 5/3/2009. In case of any anomaly, the fixation in the higher scale will not be given effect and the case may be referred to this office. Accordingly, the officers shall exercise option for fixation of pay as per rules within one month from the date of issue of this order.

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.

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 executives whose pay is upgraded to next higher IDA pay scale will have to compulsorily undergo the 'ONLINE EXAM' (if not done earlier) 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 exam. The executive who fails to successfully qualify the prescribed ONLINE EXAM 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.

This order is applicable till the time revised E1A/E2A pay scales are settled. After settlement of E1A/E2A pay scales, the date of first financial upgradation mentioned in the above order shall be reviewed and may change due to the fact that attendant conditions for first/subsequent time bound financial upgradations as mentioned in BSNL's Executive Promotion Policy No.400-61/2004-Pers.I dated 18.1.2007 have to be fulfilled in the new scenario.



A.K.Seshadrinathan  
सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)  
कृते मु.म.प्र.दू, भा.सं.नि.लि For CGMT, BSNL  
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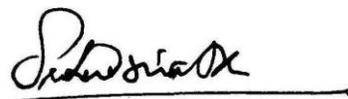
Copy to:-

1. PGMT TCR
2. GMT KNR
3. The officers concerned.
4. SDE (Est), CO TVM.
5. PF/GF.

**ANNEXURE**

**LIST OF EXECUTIVES ELIGIBLE FOR PREPONING THE DATE OF TIME  
BOUND PROMOTION FROM SCALE OF PAY 16400-40500 TO 20600-46500  
( E1 TO E2 )**

Sl.No.	NAME	HR No.	Date of Birth	Category	Date of Apptt. as JTO	Date of review of 1st TBP	Date of effect of 1st TBP	SSA/Unit
1	JESSY SHAHIN	200200806	14/8/77	OC	24/6/2002	1/10/2007	1/1/2007	TCR
2	AMBILI P BAL	200200698	1/11/1978	SC	2/9/2002	1/10/2007	1/1/2007	TCR
3	SIMNA ANIL	200203981	29/4/78	OC	13/5/2002	1/10/2007	1/1/2007	TCR
4	SHAHIN K A	200204476	1/6/1974	OC	24/6/2002	1/10/2007	1/1/2007	TCR
5	REMBHA P V	200203759	25/12/74	OC	13/5/2002	1/10/2007	1/1/2007	TCR
6	RAGHAVAN BAIJU	200201758	17/7/74	OC	15/4/2002	1/10/2007	1/1/2007	TCR
7	PREETHY G	200204758	26/4/75	SC	13/5/2002	1/10/2007	1/1/2007	TCR
8	GOKULAN P V	199003283	22/4/67	SC	6/8/2001	1/10/2007	1/1/2007	TCR
9	SREEDHARAN P R	198312452	19/4/59	SC	6/8/2001	1/10/2007	1/1/2007	TCR
10	SUBRAMANIAN K K	197406491	27/11/53	OC	1/10/2001	1/10/2007	1/1/2007	TCR
11	UNNIKRISHNAN C V	199000530	3/4/1969	SC	6/8/2001	1/10/2007	1/1/2007	TCR
12	SHINU U	200203974	25/4/79	OC	2/9/2002	1/10/2007	1/1/2007	TCR
13	RAJESWARI T	197406585	1/6/1952	OC	2/12/2002	1/10/2007	1/1/2007	TCR
14	GRACY C T	197405850	16/11/52	OC	2/12/2002	1/10/2007	1/1/2007	TCR
15	NISHA ELDOSE	200200944	31/5/78	SC	2/9/2002	1/10/2007	1/1/2007	TCR
16	NISHA PADMANABHAN	200203982	14/10/72	OC	16/9/2002	1/10/2007	1/1/2007	TCR
17	JOJI JOHN KUNDUKULAM	200205102	1/6/1974	OC	21/10/2002	1/10/2007	1/1/2007	TCR
18	SHAMEER K M	200204809	9/2/1978	OC	30/9/2002	1/10/2007	1/1/2007	TCR
19	PAPPUKUTTY K C	198001029	22/4/59	OC	3/3/2003	1/10/2007	3/3/2007	TCR
20	ANAND M R	200300255	15/1/78	OC	28/7/2003	1/10/2007	28/7/2007	TCR
21	SOY M L	200303534	18/3/76	OC	5/5/2003	1/10/2007	5/5/2007	TCR
22	DURGADATHAN N A	200304616	30/5/80	OC	5/5/2003	1/10/2007	5/5/2007	TCR
23	NAIR SANDEEP RAMANKUTTY	200303842	14/11/79	OC	5/5/2003	1/10/2007	5/5/2007	TCR
24	UNNI KRISHNAN P V	200206643	15/5/1971	OC	15/4/2002	1/10/2007	1/1/2007	KNR



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**No. HR-III / TBP / 2011 / Part I/3**      **Dated at Trivandrum the 4/10/2012**

Sub: Time bound Ugradation to executives

Ref: 1. BSNL CO No. 400-61/2004-Pers dt. 18/01/2007&30/05/2007 .

2. ,, No. 400-61/2004-Pers.I (Pt.II) dated 18/3/2011.

Consequent on the issue of Time Bound Promotion Policy by BSNL CO vide letters cited under reference and subsequent clarifications issued there on, Approval of Chief General Manager , Kerala Circle, Thiruvananthapuram is hereby conveyed for placing the executives as per Annexure 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(E1-E2).

The date of eligibility for upgradation should be as per the guidelines issued vide BSNL CO orders under ref (1) & (2).

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.

The pay of the above executives who have been granted scale upgradation shall be fixed under the provision of letter No.1-50/2008-PAT(BSNL) dated 5/3/2009. In case of any anomaly, the fixation in the higher scale will not be given effect and the case may be referred to this office.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 qualify the 'ONLINE EXAM' 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 exam. The executive who fails to

successfully qualify the prescribed ONLINE EXAM 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.

This order is applicable till the time revised E1A/E2A pay scales are settled. After settlement of E1A/E2A pay scales, the date of first financial upgradation mentioned in the above order shall be reviewed and may change due to the fact that attendant conditions for first/subsequent time bound financial upgradations as mentioned in BSNL's Executive Promotion Policy No.400-61/2004-Pers.I dated 18.1.2007 have to be fulfilled in the new scenario.



A.K.Seshadrinathan  
सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)  
कृते मु.म.प्र.दू, भा.सं.नि.लि For CGMT, BSNL  
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4. SDE(Est), CO, TVM.
3. The officers concerned.
4. Guard File.

**ANNEXURE**

**LIST OF EXECUTIVES ELIGIBLE FOR 1st TIME BOUND PROMOTION FROM SCALE OF PAY  
16400-40500 TO 20600-46500 ( E1 TO E2 )**

Sl.No.	NAME	HR No.	Date of Birth	Category	Date of Apptt. as JTO	Date of review of 1st TBP	Date of effect of 1st TBP	Unit
1	GEETHA P K	199000399	10/5/1969	SC	3/11/2003	1/10/2008	3/11/2007	TCR
2	SADASIVAN P R	197407175	20/11/51	OC	29/3/2004	1/10/2008	29/3/2008	TCR
3	PADMAJAN E M	197505800	10/6/1953	OC	8/4/2004	1/10/2008	8/4/2008	TCR
4	MOHANAN M R	198703558	30/11/53	OC	20/12/2004	1/10/2009	20/12/2008	TCR
5	GLORY M P	197905900	28/10/55	OC	20/12/2004	1/10/2009	20/12/2008	TCR
6	SURESH P N	198006299	4/10/1958	OC	20/12/2004	1/10/2009	20/12/2008	TCR
7	DAISY VARGHESE	198401143	12/1/1963	OC	28/2/2005	1/10/2009	28/2/2009	TCR
8	CHANDRAN K C	199310020	23/4/70	SC	12/12/2005	1/10/2010	12/12/2009	TCR
9	VISWANANTHAN V S	197704875	1/10/1954	OC	30/10/2006	1/10/2011	30/10/2010	TCR
10	VALSALA P K	198404984	22/5/61	OC	30/10/2006	1/10/2011	30/10/2010	TCR
11	SUBIN K M	200700022	20/3/84	OC	15/1/2007	1/10/2011	15/1/2011	TCR
12	LUKACHAN M K	197401308	9/12/1949	OC	27/9/2004	1/10/2008	27/9/2008	KTM
13	SASIDHARAN K K	197402022	9/1/1950	OC	29/3/2004	1/10/2008	29/3/2008	KTM
14	VIJAYAMMA S	197901650	1/12/1954	ST	3/11/2003	1/10/2008	3/11/2007	ALP
15	PRAMEELA M G	200701561	23/04/1974	OC	20/08/2007	01/10/2007	20/08/2011	PGT
16	SHERIN P M	200701179	23/05/1982	OC	20/08/2007	01/10/2011	20/08/2011	MS

  
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**No. HR-III / TBP / 2011 /Part I/4**

**Dated at Trivandrum the 4/10/2012**

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 and subsequent clarifications issued there on, Approval of Chief General Manager , Kerala Circle, Thiruvananthapuram is hereby conveyed for placing the executives as per Annexure 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.(E2-E3)

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.

The pay of the above executives who have been granted scale upgradation shall be fixed under the provision of letter No.1-50/2008-PAT(BSNL) dated 5/3/2009. In case of any anomaly, the fixation in the higher scale will not be given effect and the case may be referred to this office. 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.

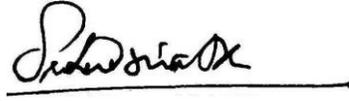
The executives whose pay is upgraded to next higher IDA pay scale will have to compulsorily undergo ON LINE examination for upgradation as prescribed for being eligible for drawal of 2<sup>nd</sup> increment in the upgraded IDA scale. It is to be completed within a period of two years from the date of 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 exam. The executive who fails to

successfully undergo the prescribed ONLINE EXAM 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 in time.**



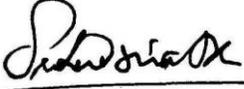
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4. The officers concerned.
5. Guard File.

**ANNEXURE**

<b>LIST OF EXECUTIVES ELIGIBLE FOR 2nd TIME BOUND PROMOTION FROM SCALE OF PAY 20600-46500 TO 24900-50500 ( E2 TO E3)</b>						
Sl.No.	NAME	HR No.	Date of Birth	Category	Date of review of 2nd TBP	UNIT
1	SIJI MANOJ	199408465	30/5/70	OC	1/10/2011	TCR
4	ANILKUMAR D S	198301670	10/4/1964	OC	1/10/2011	TVM

  
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**No. HR-III / TBP / 2011 / Part I/5 Dated at Trivandrum the 4/10 /2012**

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 and subsequent clarifications issued there on, Approval of Chief General Manager , Kerala Circle, Thiruvananthapuram is hereby conveyed for placing the following executive who has 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(E3-E4).

Sl.No.	NAME	HR No.	Date of Birth	Category	Date of review of 2nd TBP	UNIT
1	SREEKUMAR C D	199003438	31/5/68	OC	1/10/2011	TCR

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.

The pay of the above executive who has been granted scale upgradation shall be fixed under the provision of letter No.1-50/2008-PAT(BSNL) dated 5/3/2009. In case of any anomaly, the fixation in the higher scale will not be given effect and the case may be referred to this office. They shall exercise option for fixation of pay as per rules within one month.

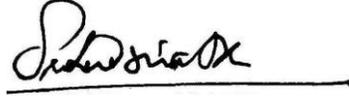
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The executives whose pay is upgraded to next higher IDA pay scale will have to compulsorily undergo ON LINE examination for upgradation as prescribed for being eligible for drawal of 2<sup>nd</sup> increment in the upgraded IDA scale. It is to be completed 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 exam. The executive who fails to successfully undergo the prescribed ONLINE EXAM 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 the executive who has been placed in the upgraded IDA scale the same may be intimated before implementation of this order for him.

**Before implementing the orders it should be ensured that the executive had completed the mandatory training for his first upgradation in time.**



A.K.Seshadrinathan  
सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)  
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