

**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)

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**No. HR-III / TBP / 2011 / 46      Dated at Trivandrum the 12 /6/2012**

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**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

तिरुवनंतपुरम Thiruvananthapuram-33

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1. GMT PTA/KNR/MLP/KLM/PGT
2. The officers concerned.
3. SDE (Est), CO TVM.
4. 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	Cat	Date of appointment as JTO	Due date of review	Due date for upgradation	
1	Abraham Sandeep Thomas	200206502	31/5/1978	OC	15/4/2002	1/10/2007	1/1/2007	PTA
2	Jain G. Joshua	200200663	25/5/1979	OC	2/9/2002	1/10/2007	1/1/2007	PTA
3	Ramkumar K.A.	200200710	21/5/1978	OC	4/3/2002	1/10/2007	1/1/2007	PTA
4	Sakhi C.	200201088	15/4/1974	OC	29/4/2002	1/10/2007	1/1/2007	PTA
5	Resmi G.L.	200204635	10/7/1978	OC	16/9/2002	1/10/2007	1/1/2007	PTA
6	Sunilkumar G.	200204295	25/5/1972	OC	8/7/2002	1/10/2007	1/1/2007	PTA
7	Venu A.V.	200200855	18/5/1975	OC	12/8/2002	1/10/2007	1/1/2007	PTA
8	Velayudhan P.	197606038	6/4/1952	OC	9/10/2001	1/10/2007	1/1/2007	MLP
9	Ameer Jahan T.H.	198312530	8/4/1959	OC	11/3/2002	1/10/2007	1/1/2007	MLP
10	Devaki M.K.	198401284	1/12/1956	SC	3/3/2003	1/10/2007	3/3/2007	MLP
11	Francy V. Thomas	199104192	31/5/1966	OC	3/9/2001	1/10/2007	1/1/2007	MLP
12	Geetha Kumari T	199104312	27/4/1971	OC	30/6/2001	1/10/2007	1/1/2007	MLP
13	Sailash Rajan	200200681	1/2/1976	OC	29/4/2002	1/10/2007	1/1/2007	MLP
14	Shabeer Ali Kakkattuchali	200203172	28/5/1979	OC	15/4/2002	1/10/2007	1/1/2007	MLP
15	Vibhooti K.R.	200203641	19/5/1979	OC	29/4/2002	1/10/2007	1/1/2007	MLP
16	Rasheed K.K.	200204759	6/4/1978	OC	30/9/2002	1/10/2007	1/1/2007	MLP
17	Ashraf E.K.	200205479	24/7/1977	OC	18/11/2002	1/10/2007	1/1/2007	MLP
18	Anilkumar P.S.	200205559	20/5/1969	OC	29/04/2002	1/10/2007	1/1/2007	MLP
19	Sreelatha B.	200205761	19/5/1978	SC	24/6/2002	1/10/2007	1/1/2007	MLP
20	Abhilash T.K.	200304420	12/2/1979	SC	5/5/2003	1/10/2007	5/5/2007	MLP
21	Gireesh T.	200304421	13/2/1980	OC	27/4/2003	1/10/2007	27/4/2007	MLP
22	Abu Rezzal M.N.	200304571	11/5/1979	OC	5/5/2003	1/10/2007	5/5/2007	MLP
23	Vijay K.	200304634	1/6/1980	OC	19/5/2003	1/10/2007	19/5/2007	MLP
24	Prajeesh P.	200300515	20/5/1976	OC	22/9/2003	1/10/2007	22/9/2007	MLP
25	Jayson S.	200201111	8/3/1979	OC	24/6/2002	1/10/2007	1/1/2007	KLM
26	Prabhath K.P.	200200428	16/5/1979	OC	2/12/2002	1/10/2007	1/1/2007	KLM
27	Pushpavally N.	198911678	16/5/1960	SC	13/3/2002	1/10/2007	1/1/2007	KLM
28	Raichel K.M.	198406963	14/10/1960	ST	3/11/2003	1/10/2007	3/11/2007	KLM
29	Dinesh R.	200202396	6/3/1973	OC	8/7/2002	1/10/2007	1/1/2007	KLM
30	Komaladas M P	198112652	28/11/1954	OC	2/12/2002	1/10/2007	1/1/2007	KNR
31	Sahadevan C	198312549	21/10/1961	OC	29/3/2004	1/10/2008	29/3/2008	KNR
32	Kaladharan K	198212778	15/10/1956	OC	2/12/2002	1/10/2007	1/1/2007	KNR
33	Ramanan U	200200812	25/05/1978	OC	02/12/2002	01/10/2007	01/01/2007	PGT
34	Sanjeevan Nair N V	198211237	28/11/1957	OC	19/12/2005	01/10/2010	19/12/2009	PGT

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**No. HR-III / TBP / 2011 / 47                      Dated at Trivandrum the 12/6/2012**

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Sub: Time bound Upgradation 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.

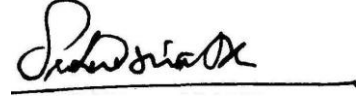
The executives whose pay is upgraded to next higher IDA pay scale will have to compulsorily qualify the ‘ONLINE EXAM’ as prescribed for being eligible for drawal of 2<sup>nd</sup> increment in the upgraded IDA scale. The two weeks training is to be completed within a period of two years from the date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



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4. The officers concerned.
5. 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 appointment as JTO	Review date of 1st TBP	Date of upgradation	
1	Ravindran K.V.	198308339	29/3/1962	OC	20/12/2004	1/10/2009	20/12/2008	KNR
2	Ramachandran N.	198310595	7/5/1962	OC	30/10/2006	1/10/2011	30/10/2010	KNR
3	Ramachandran K.V.	196900361	5/5/1950	OC	29/3/2004	1/10/2008	29/3/2008	KNR
4	Janaradhanan M.	196903574	2/2/1950	OC	29/3/2004	1/10/2008	29/3/2008	KNR
5	Sandhya M.S.	200700086	1/5/1981	OC	15/1/2007	1/10/2011	15/1/2011	KNR
6	Siyad K.P.	200700087	1/1/1982	OC	30/1/2007	1/10/2011	30/1/2011	KNR
7	Jayath K	200700025	2/4/1975	OC	30/1/2007	1/10/2011	30/1/2011	KNR
8	Anurag M.	200700105	12/8/1983	OC	30/1/2007	1/10/2011	30/1/2011	KNR
9	Sanisha V.P.	200700572	23/5/1979	SC	2/4/2007	1/10/2011	02/04/2011	KNR
10	Chamiyar V.	197507893	3/2/1951	SC	12/12/2005	1/10/2010	12/12/2009	PGT
11	Phareed M K	200304298	13/4/1978	OC	19/5/2003	1/10/2007	19/5/2007	KNR
12	Sreeja V G	200701073	09/05/1984	SC	05/03/2007	01/10/2007	05/03/2011	PGT
13	Sindhu M V	200701072	10/05/1979	OC	05/03/2007	01/10/2007	05/03/2011	PGT
14	Vinodkumar B	198313955	30/05/1959	OC	30/10/2006	01/10/2011	30/10/2010	MLP
15	Bijula V	200701821	19/10/1980	OC	04/06/2007	01/10/2011	04/06/2011	MLP



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**No. HR-III / TBP / 2011 / 48**

**Dated at Trivandrum the 12/6/2012**

Sub: Time bound Upgradation 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.**



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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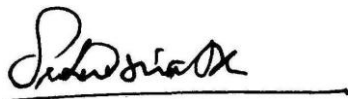
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4. The officers concerned.
5. Guard File.



**ANNEXURE****LIST OF EXECUTIVES ELIGIBLE FOR 2nd TIME BOUND PROMOTION FROM SCALE OF PAY  
20600-46500 TO 24900-50500 ( E2 TO E3)**

Sl.No.	NAME	HR No.	Date of Birth	Cat	Date of review of 1st upgradation	Date of review of 2nd upgradation	UNIT
1	George P.A.	197405494	1/6/1952	OC	1/10/2006	1/10/2011	TCR
2	Baby K.C.	199104573	17/11/1966	OC	1/10/2006	1/10/2011	TCR
3	Balan M.C.	198808588	22/5/1956	SC	1/10/2006	1/10/2011	TCR
4	Krishnakumar R.	199100383	10/6/1963	OC	1/10/2006	1/10/2011	TCR
5	Lonappan N.C.	197406580	25/5/1953	OC	1/10/2006	1/10/2011	TCR
6	Muraleedharan P.R.	199001313	25/9/1966	SC	1/10/2006	1/10/2011	TCR
7	Molcykutty Mariamma	199700574	4/10/1970	OC	1/10/2006	1/10/2011	TCR
8	Mohandas T.A.	197604919	10/5/1952	OC	1/10/2006	1/10/2011	TCR
9	Saumini C.A.	199702998	24/1/1975	OC	1/10/2006	1/10/2011	TCR
10	Ushadevi Menon	198703586	18/4/1964	OC	1/10/2006	1/10/2011	TCR
11	Viswanathan K.K.	198806017	27/11/1958	SC	1/10/2006	1/10/2011	TCR
12	Aishamma V.S.	197501238	23/06/1952	OC	1/10/2006	1/10/2011	TCR
13	Balachandran N.	198806449	21/4/1965	OC	1/10/2006	1/10/2011	TCR
14	Jacob V.J.	198805321	30/5/1964	OC	1/10/2006	1/10/2011	TCR
15	Manoj K.B.	199402083	25/3/1970	OC	1/10/2006	1/10/2011	TCR
16	Thomas C.P.	197907877	3/7/1954	OC	1/10/2006	1/10/2011	TCR
17	Ambika T.R.	199801973	20/5/1973	OC	1/10/2006	1/10/2011	TCR
18	Remadevi K.S.	198114222	10/11/1957	OC	1/10/2006	1/10/2011	EKM
19	Padmini K.	197807190	22/11/1955	OC	1/10/2006	1/10/2011	EKM
20	Prasanna Rajan	198408134	21/2/1964	OC	1/10/2006	1/10/2011	EKM
21	Preethi Anand	199704442	28/10/1972	SC	1/10/2006	1/10/2011	EKM
22	Usha Kumari V.S	199802044	11/3/1973	OC	1/10/2006	1/10/2011	EKM
23	Jaya Rajam M.R.	198914683	7/12/1963	OC	1/10/2006	1/10/2011	EKM
24	Suraj Kumar P.V.	199208099	11/2/1971	OC	1/10/2006	1/10/2011	KNR
25	Arjunan N.	198400829	10/11/1957	SC	1/10/2006	1/10/2011	KNR
26	Valsamma P.R.	198114731	24/4/1960	SC	1/10/2006	1/10/2011	KLM
27	James P Joseph	197401667	21/12/1954	OC	10/1/2006	10/1/2011	KTM
28	Mailvaganan M.	198113479	01/05/1958	SC	01/10/2006	01/10/2011	EKM
29	Omana M Thomas	198114327	01/05/1958	OC	01/10/2006	01/10/2011	EKM



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**No. HR-III / TBP / 2011 / 49      Dated at Trivandrum the      12/6/2012**

Sub: Time bound Upgradation 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. 29100-54500 with respect to the date of review mentioned therein(E3-E4).

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.

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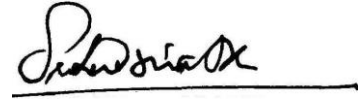
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A.K.Seshadrinathan  
सहायक महाप्रबंधक (मा.सं) Asst. General Manager (HR)  
कृते मु.म.प्र.दू, भा.सं.नि.लि For CGMT, BSNL  
तिरुवनंतपुरम Thiruvananthapuram-33  
फोन: 0471-2303508 फैक्स: 2301148

Copy to:

1. PGMt EKM
2. GMT KNR
3. SDE(Est), CO, TVM.
4. The officers concerned.
5. Guard File.

**ANNEXURE**

LIST OF EXECUTIVES ELIGIBLE FOR 2nd TIME BOUND PROMOTION FROM SCALE OF PAY 24900-50500 TO 29100-54500( E3 TO E4)							
Sl.No.	NAME	HR No.	Date of Birth	Whether SC/ST/ OC	Date of review of 1st upgradation	Date of review of 2nd upgradation	UNIT
1	S. VIJAYAN	197907119	07/10/1954	OC	01/10/2006	1/10/2011	KNR
2	HASSAN MANIKFAN	199509233	28/11/1968	ST	01/10/2006	01/10/2011	EKM
3	PADMAJA K.U.	199213737	27/05/1964	OC	01/10/2006	01/10/2011	EKM
4	RUGMINI T.K.	199104817	18/02/1967	SC	01/10/2006	01/10/2011	EKM
5	USHA K.K.	198407650	15/05/1964	SC	01/10/2006	01/10/2011	EKM
6	LATHA K	199106286	29/04/1965	OC	01/10/2006	01/10/2011	EKM

