



**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. ST-III / TBP / 2009 /**

**Dated at Trivandrum the**

**05 -03-2009**

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, 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. 13000-350-18250 with respect to the date of review mentioned therein.

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. It should be ensured that the basic pay of the executive has crossed / touched the lowest of the IDA pay scale of the upgraded scale on the due date of upgradation or he/she has completed 6 (Six) years of service in the current IDA Scale, whichever is earlier.

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

The pay of the executives who have been placed in the upgraded scale shall be fixed under FR 22 (I) (a) (I). 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.

Since the first review under the executive promotion policy is to be made with reference to 01.10.2004, any upgradation due to the executives on or before 01/10/2004 based on earlier time bound policies, such upgradation will be granted on the basis of options as ONE TIME RELAXATION if he/she is willing for such promotion and

adjudged fit in accordance with concerned regulatory conditions. OPTIONS ONCE EXERCISED SHALL BE FINAL. The subsequent eligibility for IDA pay scale upgradation of such executives will be governed by BSNL's Time Bound Upgradation scheme as provided in para 1(I) (b) (3.2) of BSNL's order under reference.

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.

-sd-

एन.गोपालकृष्णन N.Gopalakrishnan  
सहायक महाप्रबंधक (प्रशासन) Asst. General Manager (Admn)  
कृते मु.म.प्र.दू, भा.सं.नि.लि For CGMT, BSNL  
तिरुवनंतपुरम Thiruvananthapuram-33  
फोन: 0471-2303508 फैक्स: 2301148

Copy to:

1. Heads of all SSAs
2. GM, Mobile Services.
3. Sr.AO(Cash)/Sr.AO(Estt)/AD(HRD), CO, TVM.
4. The officers concerned.
5. Guard File.

<b>Sl. No.</b>	<b>Name S/Shri/smt</b>	<b>Staff No.</b>	<b>HRMS No.</b>	<b>SSA</b>	<b>Date of Review</b>
1	Anil.M.S	112247	199700595	Pathanamthitta	1/10/2008
2	Jineshkumar.S	201989	199500959	Pathanamthitta	1/10/2008
3	Jijo.C.Abraham	112199	199700597	Pathanamthitta	1/10/2008
4	Jacob Abraham	111537	199500716	Pathanamthitta	1/10/2008
5	Manju.B.Nair	201836	199500970	Pathanamthitta	1/10/2008
6	Pinky.S.John	111608	199500972	Pathanamthitta	1/10/2008
7	Santosh Abraham	111555	199500966	Pathanamthitta	1/10/2008
8	Santhi.C.Kaimal	112233	198400877	Pathanamthitta	1/10/2008
9	Sudha Jeevan	112010	198600907	Pathanamthitta	1/10/2008
10	Baiju.V	111651	199500717	Kottayam	1/10/2008
11	Biju Jacob	112011	199703806	Kottayam	1/10/2008
12	Benny.P.C	111557	198301654	Kottayam	1/10/2008
13	Elizabeth Julie George	201923	199501041	Kottayam	1/10/2008
14	Hemalatha.V	111936	199700422	Kottayam	1/10/2008
15	Krishnakumar.G	111605	199401309	Kottayam	1/10/2008
16	Mathai.M.T	202910	197301084	Kottayam	1/10/2008
17	Mohanan.P.R	202005	196900400	Kottayam	1/10/2008
18	Mathews Joseph	201786	199500722	Kottayam	1/10/2008
19	Pankajakshan Nair.D	201731	197700787	Kottayam	1/10/2008
20	Sreelatha.R	111516	199500799	Kottayam	1/10/2008
21	Thomas Sebastian	201822	199501561	Kottayam	1/10/2008
22	Vinodkumar.K	201752	199500681	Kottayam	1/10/2008
23	Scaria.V.A	109273	199100887	Kottayam	1/10/2006
24	Balan.P.M	112145	199003946	Palakkad	1/10/2008
25	Beena.D.N	111916	199703787	Palakkad	1/10/2008
26	Madaswamy.A	202181	198212437	Palakkad	1/10/2008
27	Malathy.S	111634	199508200	Palakkad	1/10/2008
28	Mary John	111184	199410469	Palakkad	1/10/2008
29	Muralidharan.P	201658	197805962	Palakkad	1/10/2008
30	Preetha.S	111642	199508204	Palakkad	1/10/2008
31	Ramachandran.V.K	201772	196902936	Palakkad	1/10/2008
32	Sreekumar.C	112056	198318160	Palakkad	1/10/2008
33	Valsaladevi.K.P	201703	197507126	Palakkad	1/10/2008
34	Narayanan.C	201898	198007656	Calicut	1/10/2008
35	Vijayamohan.N	202165	198312622	Calicut	1/10/2008
36	Appunni.M.T.C	202125	197906661	Calicut	1/10/2008
37	Beena.N.Panicker	111652	199507596	Calicut	1/10/2008
38	Kamalakshi.P.K	202174	198311402	Calicut	1/10/2008

39	Divakaran.T.V	111653	197701965	Calicut	1/10/2008
40	Ibrahim.N	201764	197704763	Calicut	1/10/2008
41	Venugopal Puthenpurayil	201652	197705364	Calicut	1/10/2008
42	Leeja.L	111874	199802732	Calicut	1/10/2008
43	Sasikumar.N	111686	199507997	Calicut	1/10/2008
44	Saji Joseph	111954	199703784	Calicut	1/10/2008
45	Sanoop.T.Nair	111434	199410291	Calicut	1/10/2008
46	Rosamma.K.M	201888	197408366	Calicut	1/10/2008
47	Sindhu.C.Muraleedharan	201993	199507598	Calicut	1/10/2008
48	M.A.Gafoor.K.T	200736	199411013	Calicut	1/10/2008
49	Anilkumar.S.D	111660	199507846	Kollam	1/10/2008
50	Baby Girija.G	202118	198212860	Circle Office	1/10/2008
51	Elizabeth Koshy	201782	199400986	Kollam	1/10/2008
52	Gopalakrishnan.G	111111	197906955	Kollam	1/10/2008
53	Harikumar.A.K	201713	198103127	Kollam	1/10/2008
54	Mary.P.P	111854	197906994	Kollam	1/10/2008
55	Mohandas.R	111701	199501696	Kollam	1/10/2008
56	Mohanan Pillai.K	112161	198111887	Kollam	1/10/2008
57	Muraleemohan das.P	201874	198207125	Kollam	1/10/2008
58	Prasad.V.J	112090	199703723	Kollam	1/10/2008
59	Reghu.R	111656	198100474	Kollam	1/10/2008
60	Salim Kumar.E.V	112181	199703680	Kollam	1/10/2008
61	Salim.V	111593	199501801	Kollam	1/10/2008
62	Sasikala.P	201687	199507698	Kollam	1/10/2008
63	Sherly Samuel	111885	199700854	Kollam	1/10/2008
64	Smitha.R	201632	199604073	Kollam	1/10/2008
65	Sofia.J	202008	199507642	Kollam	1/10/2008
66	Sosamma.M.A	201724	197901486	Kottayam	1/10/2008
67	Sunil Mathew	111691	199500535	Kollam	1/10/2008
68	Thara.G.Purushothaman	111627	199507932	Kollam	1/10/2008
69	Wellesly.G	111798	197600816	Kollam	1/10/2008
70	Jeena Joseph	201761	199508729	Circle Office	1/10/2008
71	T.N.Ramesh	111625	199508726	Circle Office	1/10/2008
72	T.K.Harikumar	200235	198112330	Circle Office	1/10/2008
73	K.A.Anil Kumar	202092	199704591	Circle Office	1/10/2008
74	K.Manojkrishnan	111560	199506064	Circle Office	1/10/2008
75	S.Manoj	111937	199703988	Circle Office	1/10/2008
76	Lekha Rani.S	201645	199508753	Circle Office	1/10/2008
77	Geethadevi Suresh	201815	198212365	Circle Office	1/10/2008



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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. It should be ensured that the basic pay of the executive has crossed / touched the lowest of the IDA pay scale of the upgraded scale on the due date of upgradation or he/she has completed 6 (Six) years of service in the current IDA Scale, whichever is earlier.

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<b>Sl. No.</b>	<b>Name S/Shri/smt</b>	<b>HRMS No.</b>	<b>SSA</b>	<b>Date of Review</b>
1	Abraham Sandeep Thomas	200206502	Pathanamthitta	1/10/2008
2	Jain.G.Joshua	200200663	Pathanamthitta	1/10/2008
3	Thomas John.K	197410933	Pathanamthitta	1/10/2008
4	Krishnakumar.S	198101936	Pathanamthitta	1/10/2008
5	Venu.A.V	200200855	Pathanamthitta	1/10/2008
6	Ramkumar.K.A	200200710	Pathanamthitta	1/10/2008
7	Sunilkumar.G	200204295	Pathanamthitta	1/10/2008
8	Ramachandran.N.K	197901351	Kottayam	1/10/2008
9	Reshmi.G.L	200204635	Kottayam	1/10/2008
10	Sakhi.C	200201088	Kottayam	1/10/2008
11	Sebeel.P.H	200201086	Kottayam	1/10/2008
12	Somaraj.E.C	197901355	Kottayam	1/10/2008
13	Sony George	200201082	Kottayam	1/10/2008
14	Vipin.K	200200835	Kottayam	1/10/2008
15	Cherian.P.C	197401652	Kottayam	1/10/2008
16	Ameerjahan.T.H	198312530	Palakkad	1/10/2008
17	Anilkumar.K.G	199104569	Palakkad	1/10/2008
18	Haja Hussain.S	198807656	Palakkad	1/10/2008
19	Haridasan.T	200204950	Palakkad	1/10/2008
20	Jayasankar.P.S	198807659	Palakkad	1/10/2008
21	Malathy Rangaswamy	198313122	Palakkad	1/10/2008
22	Saraswathy.T.V	198407097	Palakkad	1/10/2008
23	Savuthri.A.M	198212742	Palakkad	1/10/2008
24	Thanuja.K.S	200204857	Palakkad	1/10/2008
25	Vijayakumar.G	200204858	Palakkad	1/10/2008
26	Balachandran.K	197305714	Calicut	1/10/2008
27	Hamza.P	197606041	Calicut	1/10/2008
28	Velayudhan.M.P	197506368	Calicut	1/10/2008
29	Jasim.A.K	200204321	Calicut	1/10/2008
30	Rahul Koliyot	200204495	Calicut	1/10/2008
31	Santosh.T	200204541	Calicut	1/10/2008
32	Sujesh Koomulli		Calicut	1/10/2008
33	Vinod.I	200204331	Calicut	1/10/2008
34	Beula rani.P.T	200205653	Trivandrum	1/10/2008
35	Hayarunisa.A	200205652	Trivandrum	1/10/2008
36	Janipalli Venkitaramana	200204735	Trivandrum	1/10/2008
37	Manjusha Mary Mathew	200205472	Trivandrum	1/10/2008
38	Padmajadevi.P.S	197409514	Trivandrum	1/10/2008
39	Pranab.M.das	200205413	Trivandrum	1/10/2008
40	Praveen Prakash.M.J	200205646	Trivandrum	1/10/2008
41	Rinosh Thankachen	200201126	Trivandrum	1/10/2008
42	Robinson.G	200205608	Trivandrum	1/10/2008

43	Sajeevkumar.S	200205737	Trivandrum	1/10/2008
44	Scariah.V.J	197706161	Trivandrum	1/10/2008
45	Semidha Beevi.S	200205425	Trivandrum	1/10/2008
46	Shalini Ashok	200205424	Trivandrum	1/10/2008
47	Sneha.S	200205474	Trivandrum	1/10/2008
48	Soji.O	200205654	Trivandrum	1/10/2008
49	Sumithra.B.K	200205740	Trivandrum	1/10/2008
50	Suresh.V.S	198808426	Trivandrum	1/10/2008
51	Varghese.G	200205412	Trivandrum	1/10/2008
52	Vimal.V	200205645	Trivandrum	1/10/2008
53	Vishnu Ravi.G	200200703	Trivandrum	1/10/2008
54	Reshmy Vamadevan	200205588	Circle Office	1/10/2008
55	Saheer.S	200205778	Circle Office	1/10/2008
56	Sindhu.S.L	199105010	Circle Office	1/10/2008





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Sl.No	Name of the officer (S/Sri/Smt)	HRMS No.	SSA	Date of Review
1	Radhakrishnan Nair.A.N	197707967	Kannur	1/10/2006

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सहायक महाप्रबंधक (प्रशासन) Asst. General Manager (Admn)  
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1	Ambika.C.K	199209520	Malappuram	1/10/2007

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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.

Since the first review under the executive promotion policy is to be made with reference to 01.10.2004, any upgradation due to the executives on or before 01/10/2004 based on earlier time bound policies, such upgradation will be granted on the basis of options as ONE TIME RELAXATION if he/she is willing for such promotion and adjudged fit in accordance with concerned regulatory conditions. OPTIONS ONCE EXERCISED SHALL BE FINAL. The subsequent eligibility for IDA pay scale upgradation of such executives will be governed by BSNL's Time Bound Upgradation scheme as provided in para 1(I) (b) (3.2) of BSNL's order under reference.

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.

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Copy to:

1. Heads of all SSAs
2. GM, Mobile Services.
3. Sr.AO(Cash)/Sr.AO(Estt)/AD(HRD), CO, TVM.
4. The officers concerned.
5. Guard File.