



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
OFFICERS' ASSOCIATION**

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No. AIBSNLOA/CHQ/2018/04

Dated: 11<sup>th</sup> February 2018  
13<sup>th</sup>

To

Ms. Sujata Ray,  
Director (HR),  
Bharat Sanchar Nigam Limited,  
New Delhi.

**Subject: Granting upgradation to E6 pay scale for executives working as DGM on adhoc basis under BSNL Executive Promotion Policy 2007 – reg**

Sir,

This is in continuation of our earlier representations on the above subject and discussion, wherein we had pointed out that executives who had been promoted as DGM on adhoc basis are entitled for E6 scale as per EPP-2007 and as clarified by Pers-I section vide letter No.400-66/2011-Pers.I dated 25<sup>th</sup> July 2012 because the substantive grade of these executives is STS.

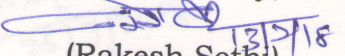
2. The clarification issued by BSNL Corporate Office vide letter No.400-66/2011-Pers.I dated 25<sup>th</sup> July 2012 (Copy Enclosed) on applicability of Foot Note-1 under Schedules IA, IB, IC and ID of BSNL MS RR 2009 states that "Any other level executives viz. DGM and above are not eligible for consideration under the EPP as their time bound upgradation to NF grades is clearly enshrined in the BSNL MS RR-2009."

3. ***As there is no provision for DGM (Adhoc) in BSNL MS RR 2009, therefore the term 'DGM' in the above clarification is defined only for Regular DGM. The substantive grade of Adhoc DGM is Regular STS only and these executives should be given the benefit of upgradation upto E6 scale as provided in the BSNL EPP 2007.***

4. While most of the circles have already granted E6 scale for the adhoc DGMs under BSNL EPP 2007, only a few circles are denying the same, wrongly interpreting the clarification dated 25.7.2012. We therefore request you to kindly cause issue of a clarification that the executives who are working as DGM on adhoc basis are eligible for upgradation to E6 IDA pay scale under BSNL Executive Promotion Policy 2007.

With kind regards,

Yours sincerely,

  
(Rakesh Sethi)  
General Secretary

Copy to: Shri Keshav Rao,  
General Manager (Pers),  
BSNL Corporate Office.