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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)

No. 10-1/2016 WS&I

Dated: 7th Mar, 2016.

To,

All the CGMs Territorial/ Non-Territorial Circles
BSNL

Subject: Periodical review for ensuring probity and efficacy among employees of CPSEs- BSNL reg.

Guidelines were issued vide this office letter of even No dated 15.1.2016 on the above subject.

2 Further clarifications were issued as follows:

- a) vide No. 10-1/2016WS&I dated 28.1.2016 may be taken as clarification No 1.
- b) vide No. 10-1/2016WS&I dated 16.2.2016 may be taken as clarification No 2.

3 Queries have been raised by different Circles and have been clarified vide letter of even No. dated 28.1.2016 and 16.2.2016. Further some more queries are being clarified as under, till further orders:

Sl	Query	Clarification
3	Whether an employee once reviewed, shall be reviewed again ?	Once a decision has been taken by the appropriate authority to retain an employee beyond the specified age, under the BSNL CDA Rule 55(ii)(b) he would ordinarily continue in service till he attains the age of retirement. If, however, the appropriate authority later considers after the review that the retention of the employee will not be in the Company's interest, that it may take necessary action to retire the employee by following the due procedure.
4	About three months notice: before an employee attains the specified age.	Once a decision is taken to prematurely retire an employee, the retirement should take place after the employee attains the specified age and a notice even longer than three months may become necessary if notice is issued more than 3 months in advance. He shall retire from service on the forenoon of(the date following the date on which he attains the specified age) or the forenoon of the day following the date of expiry of three months computed from the date following the date of service of this notice on him, whichever is later.
5	About three months notice: if an employee has already attained the specified age	shall retire from service on the forenoon of the day following the date of expiry of three months computed from the date following the date of service of this notice on him.
6	Whether an employee is be reviewed at 50 yrs of age or after 30 yrs of service	To be reviewed only when an employee is going to attain the age specified in Rule 55(ii)(b) of BSNL CDA Rules 2006 only.

Note: Query at 4 & 5 contemplate two different situations and DoPT has prescribed different formats to be used for these two situations.


(A.M Gupta) 7/3/16
GM(Corp Restg/WS&I)

Copy for information to:

1. All Directors/EDs, BSNL CO
2. CVO, BSNL
3. All the Cadre Controlling Authorities
GM (Pers)/ GM(Estt.)/ GM(FP)/ PGM(BW/Elect/Arch.)/ GM (TF) Corporate Office