

BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)
Office of the Chief General Manager Telecom, Karnataka Circle,
No. 1, Swamy Vivekananda Road, Halasuru, Bangalore-560 008.

No. Staff/3-1/DE- Regular/2014¹⁰² dated at BG-8, 18.10.2014

To

1. Principal General Manager, BGTD/MYTD
2. All Heads of SSAs in Karnataka Circle including Mobile Services.
3. Sr. Principal, RTTC Mysore
4. AGM (A/T) /DE, CTSD/(NRC)/(Survey), Bangalore

Sub: Regular Promotion to the Executives in AGM/DE grade

Ref: BSNL CO ND No. 412-16/2014-Pers.I dated
20.08.2014 and subsequent orders.

This office is in receipt of letters from the executives who are promoted to the grade of AGM/DE Regular declining their promotion. It is observed that some of the officers have stated the conditional declining of their promotion in their letter which is ambiguous in nature and are not acceptable to the administration.

In this connection BSNL guidelines vide order BSNL Hq. No. 400-204/2013-Pers.I dtd 01.11.2013 are re-produced below for the information of all the concerned:

- (i) A BSNL employee should be willing to accept higher responsibilities through promotions as decided by the competent authority.
- (ii) Refusal of promotion is not a right of the executive. Any order of promotion may not be refused by the executive normally.
- (iii) In exceptional cases, an executive may request in writing for refusal of promotion with sufficient reasons. But the request in writing for refusal of promotion shall be effective only with the concurrence of the Appointing Authority after taking all the aspects into considerations.
- (iv) If the reasons adduced for refusal of promotion are accepted by the Appointing Authority, the executive will not be considered for any promotions (either regular or adhoc promotions or even look after arrangement) for a period of one year or till the preparation of next panel which ever is later from the date of such refusal.
- (v) In the case of regular promotion being refused by the executive and refusal being accepted by the Appointing Authority, on the eventual promotion to the higher grade, such an executive will lose seniority vis-a-vis his junior promoted to the higher grade.

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(vi) In case where the reasons adduced by the officer for his refusal for promotion or not acceptable to the Appointing Authority, then the promotion order shall be enforced upon the executive through an order.

(vii) If the executive still refuses the promotion, then even disciplinary action can be taken against the executive for refusing to obey the orders.

Conditional declining letter submitted by the officer is not acceptable. However, the officers who are declining the promotion should clearly state that they are declining the promotion without any pre-condition.

The declining of the promotion is subject to the approval of the competent authority, i.e., BSNL Corporate Office, New Delhi.

Hence, all the Heads of SSAs are requested to obtain unconditional decline letter from the executives who have earlier submitted conditional decline letter and forward to this office for further necessary action.



(Chakrapani Adiga)

Deputy General Manager (HR/Admn.)
for Chief General Manager Telecom,
Karnataka Circle, Bangalore-560 008.
