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Harish Chandra Mathur Lane, Janpath
New Delhi – 110001
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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

BSNL
Faster than your thoughts

BSNL
2010

400-106/2011-Pers.1

Dated 13.07.2011

To
All Heads of Telecom Circles/Metro Districts & other Administrative Units,
All GMs/PGMs BSNLCO
Bharat Sanchar Nigam Limited.


Subject:-Regarding appeals against rejection of representation against the below bench mark grading in the ACR/APAR

In reference to this office order no 400-70/2010-pers.1 dated May 10th 2010 wherein DOP&T O.M. No.21011/2010-Estt.A dated 13.04.2010 was annexed, the undersigned is directed to forward herewith DOT letter no CS/Adv (HRD)/DGMACR//2010 dated 07.07.2011 from Director (staff) DOT regarding the appeals received against rejection of representations against below bench mark grading in the ACRs.

The above may kindly be brought to the notice of concerned authorities.

This issues with the approval of competent authority.

Enclosure:-As above.


Virender Prasad 13/7/11
AddlGM(Pers)
BSNL CO New Delhi

Copy to:

1. PPS to CMD/All the Directors
2. CS to Dir(HR) BSNL CO New Delhi

6233
11/7

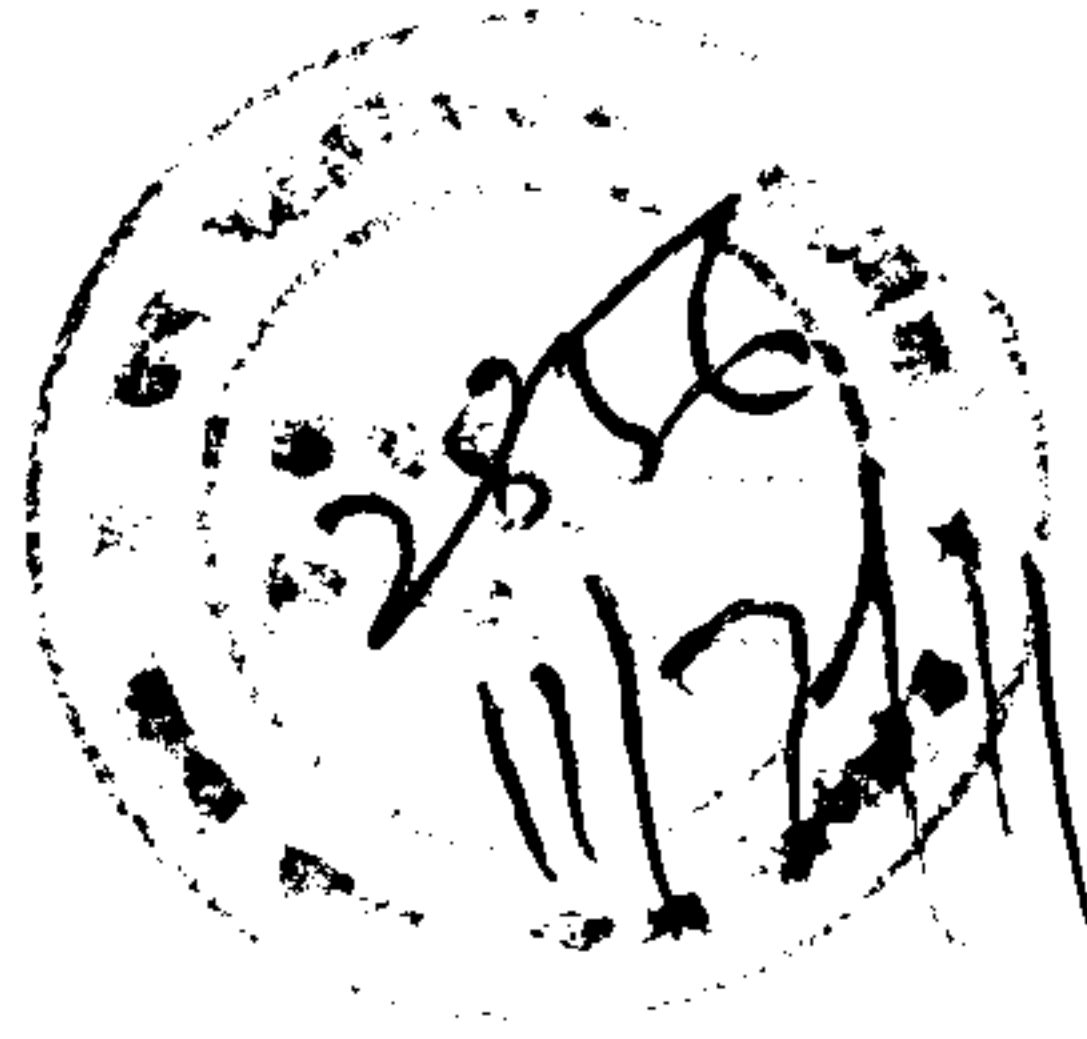
No.CS/Adv.(HRD) /DGMACR/2010

Government of India
Ministry of Communications & IT
Department of Telecom
Confidential Cell
(O/o Advisor(HRD))

New Delhi, the 7th July, 2011

To

The Sr.GM(Personnel)
BSNL,
Bharat Sanchar Bhavan,
New Delhi.



Sub: Clarification regarding appeals against rejection of representation against the below bench mark grading in the ACR.

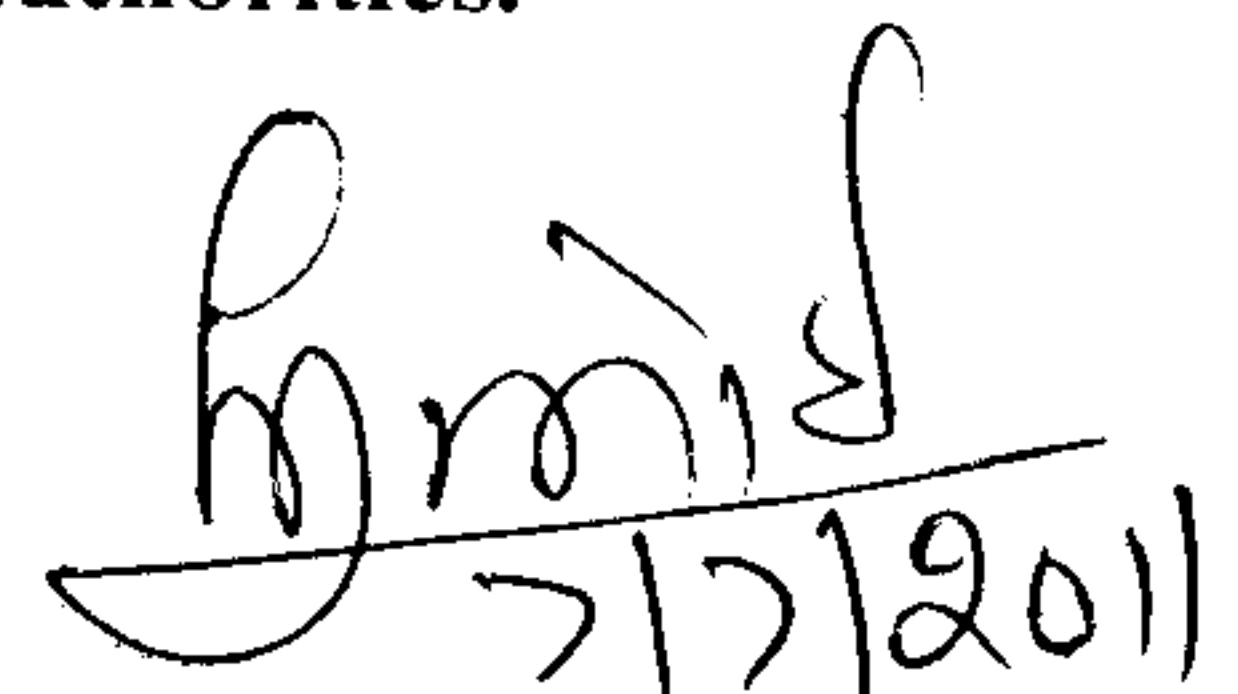
Ref: Letter No.400-84/2011-Pers.1 dated 30.5.2011.

With reference to your letter cited above, the following clarification has been furnished by DOP&T regarding the appeals received against rejection of representations against the below bench mark grading in the ACRs:-

- (i) There is no provision for appeal against the decision of the competent authority taken in compliance with the DOP&T OM dated 13.4.2010 for retention of below bench mark grading in the ACRs prior to 2008-09.
- (ii) As per the existing instructions, the provision for memorial to the President after the decision of the Competent Authority to retain the adverse remarks in the ACR/APAR have not been superseded.
- (iii) There is no provision for appeal/memorial against the decision of the competent authority taken in compliance with the DOP&T OM dated 14.5.2009 for the APAR from the period 2008-09 onwards.

The above may kindly be brought to the notice of concerned authorities.

This is issued with the approval of Competent Authority.


(N.R. Bishnoi)
Director(Staff)

Copy to CMD, MTNL for information please.

Add line per
11/7/11

~~Handwritten signature~~
DM (APAR)
12/7

Connecting India

BHARAT SANCHAR NIGAM LIMITED
CORPORATE OFFICE
(PERSONNEL-I SECTION)
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. 400-70/2010-pers.1

Dated: May 10th, 2010

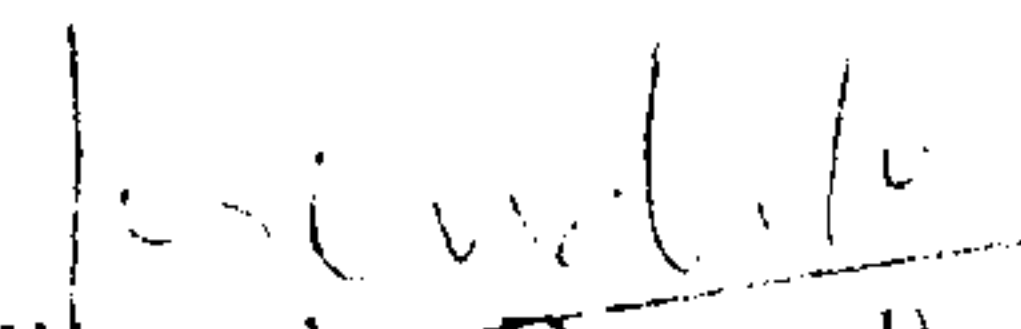
To
All Heads of Telecom Circles
& Administrative units of
BSNL.

Subject: Below Benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the APAR or for up gradation of the final grading.

The undersigned is directed to forward herewith DOP&T O.M. No.21011/2010-Estt.A regarding below benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the APAR or for up gradation of the final grading.

The above directions may kindly be brought to the notice of all concerned officers/authorities.

Encls:As above.


(Virender Prasad) 10/5/10
Deputy General Manager (Pers.)
BSNLCO, New Delhi.
TF: 011-23037181
Fax: 011-23734254

Copy to:

1. PPS to CMD/All Directors.
2. ED (CN/CA/NB/Fin), BSNLCO, New Delhi
3. PGMs/GMs/DGM BSNLCO, New Delhi
4. GM (Restructuring) BSNLCO, New Delhi
5. CS to Dir (HR), BSNLCO, New Delhi.
6. Rajbhasha Adhikari, BSNL CO for Hindi Version.
7. O/c.

5253
9/1/14

2086
15/4

EsttE/ACR matters

23/8/10

No. 21011/1/2010-Estt.A

Government of India

Ministry of Personnel, Public Grievances & Pensions

Department of Personnel & Training

North Block, New Delhi
Dated the 13th April, 2010

OFFICE MEMORANDUM

Subject: Below Benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the APAR or for upgradation of the final grading.

The undersigned is directed to say that prior to the reporting period 2008-09, only the adverse remarks in the ACRs had to be communicated to the concerned officer for representation, if any to be considered by the competent authority. The question of treating the grading in the ACR which is below the benchmark for next promotion has been considered in this Department and it has been decided that if an employee is to be considered for promotion in a future DPC and his ACRs prior to the period 2008-09 which would be reckonable for assessment of his fitness in such future DPCs contain final grading which are below the benchmark for his next promotion, before such ACRs are placed before the DPC, the concerned employee will be given a copy of the relevant ACR for his representation, if any, within 15 days of such communication. It may be noted that only below benchmark ACR for the period relevant to promotion need be sent. There is no need to send below benchmark ACRs of other years.

2. As per existing instructions, representations against the remarks or for upgradation of the final grading given in the APAR (previously known as ACR) should be examined by the competent authority in consultation, if necessary, with the Reporting and the Reviewing Officer if any. While considering the representation, the competent authority decides the matter objectively in a quasi-judicial manner on the basis of material placed before it. This would imply that the competent authority shall take into account the contentions of the officer who has represented against the particular remarks/grading in the APAR and the views of the Reporting and Reviewing officer if they are still in service on the points raised in the representation vis-a-vis the remarks/gradings given by them in the APAR. The UPSC has informed this Department that the Commission has observed that while deciding such representations, the competent authorities sometimes do not take into account the views of Reporting/Reviewing Officers if they are still in service. The Commission has further observed that in a majority of such cases, the competent authority does not give specific reasons for upgrading the below benchmark ACR/APAR gradings at par with the benchmark for next promotion.

3. All Ministries/Departments are therefore requested to inform the competent authorities while forwarding such cases to them to decide on the representations against the remarks or for upgradation of the grading in the APAR that the decision on the representation may be taken objectively after taking into account the views of the concerned Reporting/Reviewing Officers if they are still in service and in case of upgradation of the final grading given in the APAR, specific reasons therefor may also be given in the order of the competent authority.

21/4/10
sh. Lachar

(C.A. Subramanian)
Director

To

All Ministries/Departments of Government of India

DAM

21/4/10
93/4/10
for wide circulation