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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: 14<sup>th</sup> 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.
- c) vide No. 10-1/2016WS&I dated 7.3.2016 clarification No 3 to 6 were issued.

3 Queries have been raised by different Circles and have been clarified vide letter of even No. dated 28.1.2016, 16.2.2016 and 7.3.2016. Further some more queries are being clarified as under, till further orders:

Sl	Query	Clarification
7	If a Review Committee Member has earlier expressed his opinion about an employee's performance, can he be a member of Committee to review the employee.	If during the process of review by a Review Committee, any member finds an employee, about whom he had expressed his opinion earlier (i.e. APAR and Special Performance Report) and same is placed before Committee for consideration, under such circumstances which are likely to give rise to justifiable doubts as to member's independence or impartiality, he or she may be substituted by an independent member, in equivalent grade, for review of only that employee.
8	In case of non availability of designated member in the SSA, how to constitute the Committee.	Members may be substituted, such that the member is equivalent or one step lower than the Chairman. Member can be judiciously taken from other stream or other SSA.

  
(A.M. Gupta) 14/3/16  
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