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

No. 10-1/2016 WS&I

Dated: 16th Feb, 2016.

To,
All the CGMs Territorial/ Non-Territorial Circles
BSNL

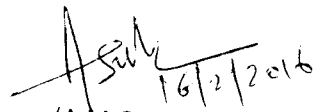
Subject: Periodical review for ensuring probity and efficacy among employees of CPSEs- BSNL reg.

Please refer to this office letter of even No dated 15.1.2016 on the above subject.

2 A query has been raised by different Circles and it is clarified as under:

Query	Clarification
Cases where employee is retiring on superannuation within a period of one year from the date of consideration of his case	No employee should ordinarily be retired on ground of ineffectiveness, if, in any event, he would be retiring on superannuation within a period of one year from the date of consideration of his case. Ordinarily no employee should be retired on grounds of ineffectiveness if he is retiring on superannuation within a period of one year from the date of consideration of the case. It is clarified that in a case where there is a sudden and steep fall in the competence, efficiency or effectiveness of an officer, it would be open to review his case for premature retirement.. The above instruction is relevant only when an employee is proposed to be retired on the ground of ineffectiveness, but not on the ground of doubtful integrity. <u>The damage to public interest could be marginal if an old employee, in the last year of service, is found ineffective; but the damage may be incalculable if he is found corrupt and demands or obtains illegal gratification during the said period for the tasks he is duty bound to perform.</u>

The above clarification is reiterated as per the provisions under para 5(d) of Annexure II (DOPT OM 25013/1/2013 Estt(A) dt 21.3.2014) which was enclosed with letter No 10-1/2016 WS&I dated 15.1.2016.


(A M Gupta)
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 Offices