



NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

(Regn. No. 4906 dated 17/9/2001)

MS-II, Q. No. 21 & 17, Atul Grove Road, New Delhi-110001

TF-14/2(e)

Dated:-17-07-2019

To,

Sr. GM (Est),
BSNL
New Delhi.

Subject:- Treatment after passing department confirmation examination – reg.

Sir,

Some employees could not pass the prescribed departmental confirmation examination within the fixed chances. The union represented and took up the matter in the National Council sequel to which a special chance was afforded to such candidates. The results have been declared and now question has arose how the increments will be regulated. We hold the view that all withheld increments be released. A copy of letter M.F. OM No.-F2(47)-Estt/60, dt-17-08-1960 is enclosed for perusal.

We shall feel obliged in case appropriate orders are issued in this respect at the earliest.

Yours faithfully,

(Chandeshwar Singh)
General Secretary

Postal Services, Assistant Postmasters-General or Officers of corresponding ranks. The Supervising Officer will also send to the Head of the Circle a statement showing the number of marks given by him in the practical examination to each candidate examined by him. The statement must be sent on the day the practical examination is finished. The result of the examination will be declared by the Head of the Circle.

259. If an assistant fails to pass the examination he will be, if he is a direct recruit, liable to be discharged from service or, if he had been recruited from among departmental candidates, liable to be reverted to his former post.

***Officials who are unable to pass the prescribed confirmation examination within 4 years (after availing 2 chances in Paper III in 4th year) should not be reverted to a lower post but their future increments will not be drawn until they pass the examination.

[D.G., P & T. No. 63/9/78-SPB-I, dated 30-8-80]

260. The Postal Assistants and Sorting Assistants will be given by the heads of the offices concerned, opportunities as far as possible, to learn the work in

[G.L. MF.]

(7) Regulation of increments of probationers.— The provisions of Audit Instruction (4) below this rule, would apply in cases where the normal probationary period of a probationer is extended on account of his failure to pass the Departmental Examination within the time-limit prescribed for the purpose.

It is clarified that the provisions contained in the said Audit Instruction are applicable only to cases where the normal probationary period itself is more than twelve months and not to other cases where the probationary period is extended for failure to pass the Departmental Examinations. In other words, in cases where the normal probationary period is itself more than twelve months, on confirmation the officer may be given the increments which he would have drawn but for his probation and arrears in this regard may also be allowed to the officer. On the other hand, in cases where the period of probation is extended on account of failure to pass the Departmental Examinations as stated in the previous paragraph, while there is no objection to regulate the pay and increments on confirmation at the end of the extended probationary period on the basis of what the officer would have drawn but for his probation, no arrears on this account should be allowed to him for the period prior to the date of confirmation. This would mean that the increment of the officer is withheld without cumulative effect for failure to pass the Departmental Examination and cannot be considered as a penalty within the meaning of Rule 11 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, vide Explanation below that rule.

[G.L. MF., O.M. No. F. 2 (47)-Estt. III/60, dated the 17th August, 1960.]

(b) In the case of P & T Group 'A' probationers: (i) When pay is fixed at the minimum.— The question of grant of advance increments to the probationers of Telegraphs Engineering Service, Group 'A', Indian Postal Service, Group 'A', Post and Telegraphs Accounts and Finance Service, Group 'A', and Post and Telegraphs Civil Engineering Service, Group 'A' in the revised Junior Group 'A' scale of pay of ₹ 700-40-900-EB-40-1, 100-50-1,300 has been under consideration of the Government for some time past. In supersession of all previous orders governing the grant of advance increments, it has been decided that the grant of advance increments, to the directly recruited probationers to the aforesaid services, Group 'A' (Junior), shall be regulated as under—

(i) The first increment raising the pay to ₹ 740 may be allowed from the last date of the first Departmental Examination in which the probationer passes. In the case of a probationer, who has passed the

next increment on the date of the examination in which he passes the examination for the second increment of service.

(iii) The increment is allowed on completion of three years of service. Examinations are held in the Department of Posts and Telegraphs, Mussoorie.

2. These orders take effect from the date of issue.

[D.G., P & T., Letter No. 3545/E. III/89, dated 11/11/89.]

It is clarified that the provisions of the said Audit Instruction are applicable only to cases where the normal probationary period itself is more than twelve months and not to other cases where the probationary period is extended for failure to pass the Departmental Examinations. In other words, in cases where the normal probationary period is itself more than twelve months, on confirmation the officer may be given the increments which he would have drawn but for his probation and arrears in this regard may also be allowed to the officer. On the other hand, in cases where the period of probation is extended on account of failure to pass the Departmental Examinations as stated in the previous paragraph, while there is no objection to regulate the pay and increments on confirmation at the end of the extended probationary period on the basis of what the officer would have drawn but for his probation, no arrears on this account should be allowed to him for the period prior to the date of confirmation. This would mean that the increment of the officer is withheld without cumulative effect for failure to pass the Departmental Examination and cannot be considered as a penalty within the meaning of Rule 11 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, vide Explanation below that rule.

This issues with the effect from the date of issue.

[G.L., Dept. of Telecom., Letter No. 3545/E. III/89, dated 11/11/89.]

Clarification.— It is clarified that the provisions of the said Audit Instruction are applicable only to cases where the normal probationary period itself is more than twelve months and not to other cases where the probationary period is extended for failure to pass the Departmental Examinations. In other words, in cases where the normal probationary period is itself more than twelve months, on confirmation the officer may be given the increments which he would have drawn but for his probation and arrears in this regard may also be allowed to the officer. On the other hand, in cases where the period of probation is extended on account of failure to pass the Departmental Examinations as stated in the previous paragraph, while there is no objection to regulate the pay and increments on confirmation at the end of the extended probationary period on the basis of what the officer would have drawn but for his probation, no arrears on this account should be allowed to him for the period prior to the date of confirmation. This would mean that the increment of the officer is withheld without cumulative effect for failure to pass the Departmental Examination and cannot be considered as a penalty within the meaning of Rule 11 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, vide Explanation below that rule.

[D.G., P & T., Letter No. 3545/E. III/89, dated 11/11/89.]

(ii) When pay is fixed at the minimum.— The question of grant of advance increments to the probationers of Telegraphs Engineering Service, Group 'A', Indian Postal Service, Group 'A', Post and Telegraphs Accounts and Finance Service, Group 'A', and Post and Telegraphs Civil Engineering Service, Group 'A' in the revised Junior Group 'A' scale of pay of ₹ 700-40-900-EB-40-1, 100-50-1,300 has been under consideration of the Government for some time past. In supersession of all previous orders governing the grant of advance increments, it has been decided that the grant of advance increments, to the directly recruited probationers to the aforesaid services, Group 'A' (Junior), shall be regulated as under—