



NATIONAL BUILDINGS CONSTRUCTION CORPORATION LIMITED

[A Government of India Enterprise]

“COMMITTED TO CUSTOMERS’ DELIGHT”

**Corporate Personnel & Industrial Relations Division**

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**OFFICE ORDER NO. 177/09**

In acknowledgement of the contribution of employees of the Corporation at all levels in the form of their performance resulting in achievement of the targeted business development / workload, turnover, profitability and overall growth and efficiency, vide Office Order No. 122/09 and 123/09 dated 5.3.2009 executives, whose performance grading in the previous three financial years was rated “Outstanding” (A) or “Very Good”(B), were provisionally promoted, with or without change in their designation, as the case and placed in the IDA pattern scale of pay applicable to the post subject to certain administrative stipulations in the said Office Orders.

After the issue of Office Order No. 122/09, 123/09 & 124/09 representations of those who could not be promoted were received. Variety of contentions were advanced by them for their promotion. The matter was referred for examination to a Committee comprising the Functional Directors and Senior Officers. The Committee examined the matter in holistic manner and recommended that performance of employees whose performance was rated “C” in any one of the last three years and who were thus not promoted could be analyzed to ascertain if one “C” rating could be an inconsistent rating as compared to the overall performance/rating in a span of five years. The Committee after in depth examination of all such cases isolated cases of such inconsistency. Based on the findings and recommendations of the Committee such employees are now be promoted under this Order.

Performance Appraisal of last three years of some of the executives was not available for review and acceptance by the authorities prescribed in this regard. Therefore, it could not be possible to evaluate their performance for considering their candidature for promotion on the earlier occasion.

Performance Appraisal Reports of some of such employees have since been received, reviewed and accepted and those who are eligible in terms of the criterion already laid down in this regard, are also promoted under this Office Order.

Executives who are promoted and placed in the IDA Pattern scales of pay attached to the post are listed in the **ANNEXURE 'A'** to this Office Order. They shall deem to have been promoted w.e.f. from the date of Office Order No. 122/09 and 123/09. Order regarding their inter-se-seniority in their respective cadres shall be issued separately. Executives covered under this Office Order should send their acceptance in the Performa attached as **Annexure 'B'**

Those who are on probation after their previous promotion shall deem to have completed the probation on the stipulated date of probation. In case probation has been extended, this order, in such cases, shall be effective only from the date extended probation is treated as closed.

Executives under suspension or undergoing penalty or against whom disciplinary / vigilance case or CBI (RC) has not concluded in their acquittal, those who are on Self Renewal Leave, those on unauthorized absence for more than six months, are not covered by this Order. In their cases, view in the matter will be taken separately after they join duties and their absence is regularized. This order shall also not be applicable to those who are on deputation to the Corporation from other Organization / Services.

Service rendered in the previous grade / post by executives who are eligible for promotion or become eligible for promotion in course of time in terms of the extant Promotion Policy shall be reckoned for determination of eligibility only for the next promotion as a one time measure. In whichever case, promotion to the next higher grade / post is, inter-alia, based on interview, this provision shall apply mutatis-mutandis in case of next promotion also. Meeting of DPC also shall be convened in due course..



This Office Order has also been hoisted on the Corporate Website and sent by E' mail to all the Divisional Heads / RBG / SBG/ Zonal Head. The Annexures `A' & `B' may be down loaded from there.



**(R.R. BAISANTRY)**  
**General Manager (Pers & IR)**

No.40(2)/2008-Estt.(A&B)/1068

April 13, 2009

**Distribution:**

- All HODs in Corporate Office.
2. All RBG Heads /SBG Heads / Zonal Inchargeš / Unit Incharges
3. PES to CMD / EO to Director (Projects) / DEO to Director (Fin.)
4. Notice Board in Corporate Office / RBG Offices / SBG Heads / Zonal Offices.