



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.123/09

Based on quantitative and qualitative factors considered by the Government for categorization of CPSU into different Schedules, the Government of India has now categorized NBCC as a Schedule 'A' CPSE.

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, executives, whose performance grading in the previous three financial years has been rated “Outstanding” (A) or “Very Good”(B), are provisionally promoted, with or without change in their designation, as may be the case and placed in the IDA pattern scale of pay applicable to the post. Executives promoted under this Order should send their acceptance of promotion in the proforma attached to this Office Order as **ANNEXURE 'A'** within ten days of the issue of this Office Order. In case their acceptance is not received in Personnel Division by the stipulated date, no effect will be given to their promotion provisionally ordered under this Office Order. As a one time dispensation, such Executives who do not possess the prescribed qualifications and are not eligible for promotion to the next higher post in terms of the extant Promotion Policy are also promoted to the next higher post.

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Executives who are promoted and placed in the IDA Pattern scales of pay attached to the post are listed in the **ANNEXURE 'B'** to this Office Order. Order regarding their inter-se-seniority in their respective cadres shall be issued separately.

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. Some of the executives have failed to submit their Performance Appraisal(s) for review and acceptance by the authorities prescribed in this regard. Therefore, it has not been possible to evaluate their performance for considering their candidature for promotion. Names of such executives also do not figure in this order. Separate order covering such executives will be issued on receipt of their Performance Appraisal(s) provided they qualify for promotion in terms of the criteria determining promotion of executives under this Order.

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)/822

March 5, 2009

Distribution:

1. All HODs in Corporate Office.
2. All RBG Heads /SBG Heads / Zonal Incharges / 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.