



**Animesh Chandra Mitra**  
General Secretary

# BSNL EMPLOYEES UNION

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**BSNLEU/528 (EXAM)**

To,

**Dr. Kalyan Sagar Nippani,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi – 110 001**

Sub: - **Creation of supernumerary posts to ensure equal promotional opportunities across all circles – reg.**

Sir,

In the aftermath of VRS-2019 and the subsequent large-scale restructuring in BSNL, several circles across the country have been left with nil or negligible vacancies in comparison to their sanctioned strength. As a direct consequence, LICE examinations for the JTO, JE and TT cadres are not being conducted in many circles, resulting in the denial of promotional opportunities to a large number of eligible and qualified employees.

The present situation, wherein LICE examinations are conducted in some circles while remaining unheld in others solely due to the non-availability of vacancies, amounts to a clear violation of the constitutional principles of equality and equal opportunity. Employees possessing identical seniority, qualifications and discharging similar duties are subjected to unequal and discriminatory treatment purely on the basis of circle or geographical location, which is untenable and unjust.

It is pertinent to point out that, in earlier instances relating to the promotion of Persons with Benchmark Disabilities (PwBD), the BSNL Corporate Office had adopted the mechanism of creation of supernumerary posts to ensure justice and parity for all eligible candidates. The same principle of equality and fairness deserves to be extended uniformly to all employees across all Circles.

In view of the above, the Union respectfully submits the following demands for your kind consideration:

1. Supernumerary JTO/JE/TT posts, equivalent to a minimum of 10% of the sanctioned strength, may be created immediately in those circles where LICE opportunities have been denied due to the absence of vacancies.
2. For the forthcoming JTO LICE, in circles where vacancies are not available, 10% supernumerary posts may be created and explicit directions issued to conduct the examinations, so as to ensure equal opportunity for all eligible employees.

The adoption of the above measures will ensure that the promotional process remains fair, transparent and uniform across all circles, in full compliance with constitutional provisions, while also addressing the growing dissatisfaction and frustration among employees.

We sincerely hope that the BSNL Management will take immediate and positive action on this legitimate and justice-oriented issue, thereby ensuring equal promotional opportunities for employees across all circles.

Thanking you,

*Yours sincerely*

**[Animesh Chandra Mitra]**  
**General Secretary**