



BSNL EMPLOYEES UNION

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Main Recognised Representative Union.
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BSNLEU/506 (NEPP)

22.04.2026

To,

Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - **Discrepancies between NEPP and EPP – BSNLEU's demand for a New Promotion Policy for Non-Executives – req.**

Sir,

We wish to bring the following to your kind notice for favour of necessary action.

On several occasions, we have discussed the above-mentioned subject with the Management, including in the National Council meetings as well as in Formal meetings with the Director (HR). In the 40th National Council meeting held on 13.01.2025, it was decided to form a Committee to resolve the anomalies between the Non-Executive Promotion Policy (NEPP) and the Executive Promotion Policy (EPP). Although the Committee was constituted in April 2025 under the Chairmanship of PGM (SR), but it has not yet convened any meeting with the Recognised Union to enable us to share our views for framing a new Promotion Policy for the Non-Executive cadres.

It is very painful to note that there are several discrepancies in the present Promotion Policy for Non-Executives when compared with that of Executives. As per NEPP, staff have to wait for 8 years for their next promotion, whereas for Executives it is only 5 years. In some cases, employees in stagnation are reluctant to avail promotion under the NEPP due to the possibility of loss of pay. Therefore, BSNLEU is seriously pursuing the formulation of a new Promotion Policy for Non-Executives.

We had also raised this issue in the last Formal meeting with the Director (HR) on 18.02.2026. During the discussion, it was informed that the Management had already constituted a Committee to review the Non-Executive Promotion Policy. However, it is unfortunate that more than 15 months have passed, and we are still being deprived for submitting our proposal for a new Promotion Policy, as the Management has not convened any meeting of the Committee to review the NEPP.

Hence, it is our earnest request for your kind intervention in this matter. It is the need of the hour to frame a new Promotion Policy for the 23,000 Non-Executive staff in BSNL. We are eagerly awaiting positive action from your end.

Thanking you,

Yours sincerely

[Animesh Chandra Mitra]
General Secretary

Copy to: Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi - 110001