



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU /506 (NEPP)

09.05.2022

To,

Shri P.K. Purwar,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Implementation of a new promotion policy for the Non-Executives of BSNL - reg.**

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

The Non-Executive Promotion Policy (NEPP) was implemented in BSNL w.e.f. 23.03.2010. As a matter of fact, the agreement for this promotion policy was signed between BSNLEU and the Management in October, 2008 itself. Hence, the Non-Executive Promotion Policy is almost 14 years old now. Much water has flown under the bridge, since the NEPP was implemented. Hence, a new promotional policy has to be put in place for the Non-Executives of BSNL.

Firstly, the NEPP has undoubtedly brought much improvements in the career progression of the Non-Executives, vis-à-vis the earlier promotional schemes, viz., the OTBP, BCR, etc. At the same time, it is needless to state that, a lot of disparities and discriminations are existing between the NEPP and the promotional policy of the Executives. For example, under the Executive Promotion Policy (EPP), the first upgradation is given on completion of 4 years and the subsequent upgradation is given on completion of 5 years. Whereas, in the NEPP, the upgradations are given on completion of 4 years, 7 years, 8 years and 8 years for the Non-Executives absorbed from the DoT. In respect of the Non-Executives directly recruited by the BSNL, the upgradations given only on completion of every 8 years of service. Such disparities and discriminations in the promotional policies of two categories of employees, within the same organisation, are untenable. Hence, this issue needs to be addressed without delay.

Secondly, even within the NEPP, there is a very big discrimination between the employees absorbed from DoT and the employees directly recruited by BSNL. For example, in respect of the employees absorbed from the DoT, the first and second upgradations of pay scales under the NEPP, are given on completion of 4 years and 7 years respectively. However, in respect of the employees directly recruited by BSNL, the first and second upgradations of pay scales under the NEPP, are given on completion of 8 years and 8 years respectively. This discrimination between the employees absorbed from the DoT and the employees directly recruited by BSNL, needs to be removed without further delay.

Thirdly, a large chunk of the Non-Executives suffer from the chronic problem of stagnation. This problem needs to be resolved immediately. It is important to state that, when an employee who is affected by stagnation is promoted to a higher pay scale, he continues to suffer from stagnation, even from the day one of his promotion in the higher pay scale. This is an abominable situation, which needs to be removed immediately.

In view of the above reasons, we demand that, a new promotional policy should be implemented for the Non-Executives. It is needless to state that, the human resource is the biggest asset of any organisation. An organisation can reach new heights only when it's workforce is kept highly motivated. Certainly, promotional avenues are opportunities through which the management can motivate it's workforce. We request the Management to look into our demand in the right perspective and to take the needful steps to implement the same.

Thanking you,

Yours sincerely,

[P. Abhimanyu]
General Secretary

Copy to: (1) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(2) Shri Saurabh Tayagi, PGM (Estt.) BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001