



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/ 506 (NEPP)

22.02.2023

To,

**Shri Arvind Vadnerkar,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane, Janpath,
New Delhi – 110 001**

Sir,

Sub: - **Making a mockery of BSNLEU's demand - req.**

Ref: - **(1) BSNLEU letter no.BSNLEU/506(NEPP) dated 24.11.2022.
(2) BSNL letter no.BSNLCO-A/14(12)/4/2022-ESTAB dated 21.02.2023.**

With reference to the letters cited above, we wish to bring the following to your kind notice for favour of appropriate action.

BSNLEU, vide letter cited under reference (1), has demanded that, the employees directly recruited by BSNL should also get their 1st and 2nd financial upgradations, under the NEPP, at par with the BSNL employees absorbed from the DoT. It is a glaring discrimination that the employees absorbed into BSNL from the DoT get their 1st and 2nd upgradation of pay scales, under the NEPP, on completion of 4 years and 7 years, respectively. Whereas, the employees directly recruited by BSNL get their 1st and 2nd upgradation of pay scales, under the NEPP, only on completion of 8 years each.

BSNLEU has rightly demanded that, this blatant discrimination should be ended and that, the employees directly recruited by BSNL should also get their 1st and 2nd upgradation of pay scales on par with the employees absorbed from the DoT.

The Management, vide letter cited under reference (2), has responded to the demand raised by BSNLEU. Shockingly, instead of putting an end to the discrimination, the Management has proposed to modify the NEPP by removing clause 3.2 of the NEPP. We wish to submit that, this only reveals the flagrantly negative mindset of the Management. BSNLEU strongly opposes the proposal of the Management to remove clause 3.2 of the NEPP. BSNLEU will be forced to take recourse to agitational methods, if the Management tries to remove clause 3.2 of the NEPP.

It may not be out of context to state here that, the Executives get their 1st and 2nd financial upgradations under the Executive Promotion Policy (EPP) on completion of 4 / 6 years and 5 years, respectively. This is another flagrant discrimination being practiced by the BSNL Management. When an Executive gets his 1st financial upgradation under EPP on completion of 4 / 6 years, what sin have the directly recruited Non-Executives done, so that they have to wait for 8 years to get their 1st financial upgradation? When the Management gives 2nd upgradation to the Executives, under the EPP, on completion of 5 years, why it is preaching the directly recruited Non-Executives to wait for 8 years, for getting the 2nd upgradation under NEPP?

When BSNLEU demanded to end the discrimination between the absorbed employees and directly recruited employees, the Management has tried to make a mockery of BSNLEU's demand, by proposing to delete clause 3.2 of the NEPP. If BSNLEU demands 1st and 2nd upgradations to the directly recruited Non-Executives, at par with the Executives, will the Management remove the clauses of the EPP which gives 1st and 2nd upgradations to the Executives, on completion of 4 / 6 years and 5 years respectively?

It is not out of context to inform the Management that, it is only keeping all these discriminations in mind, BSNLEU as well as the Joint Forum of Non-Executive Unions and Associations of BSNL, have raised the demand for implementation of a New Promotion Policy for the Non-Executives. Instead of giving stereo-type replies and citing the financial condition of the Company for rejecting every single demand of the Non-Executives, BSNLEU requests the Management to empathise with the genuine grievances of the employees.

In view of the foregoing, BSNLEU once again strongly demands that, the directly recruited employees of BSNL should get their 1st and 2nd upgradations of pay scales under the NEPP, at par with the employees absorbed from the DoT.

Thanking you,

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'P. Abhimanyu', with a long horizontal flourish extending to the right.

[P. Abhimanyu]
General Secretary

Copy to: Shri Saurabh Tyagi, PGM(Estt.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi- 110 001