



BSNL EMPLOYEES UNION

Central Head Quarters

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General Secretary

Main Recognised Representative Union.
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BSNLEU/506 (NEPP)

24.11.2022

To,

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

Sir,

Sub: - Requesting to remove the discrimination existing between the Absorbed and the Directly Recruited employees, in the matter of the Non-Executive Promotion Policy (NEPP) - req.

Ref: - (1) BSNLEU letter no.BSNLEU/506(NEPP) dated 09.05.2022.
(2) BSNLEU letter no.BSNLEU/211 (Formal Meeting) dated 20.05.2022.

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

- (1) The Non-Executive Promotion Policy (NEPP) was implemented in BSNL w.e.f. 23.03.2010. Undoubtedly, the NEPP was much better than the earlier promotion policy of the Non-Executives, viz., the OTBP and the BCR. However, in the NEPP, there is a very big discrimination between the employees absorbed from the DoT and the employees directly recruited by the BSNL.
- (2) While the employees absorbed from the DoT, get their first and second time bound upgradations under the NEPP, on completion of 4 years and 7 years respectively, the employees directly recruited by BSNL, get their first and second time bound upgradations under the NEPP, only on completion of 8 years each.
- (3) It is needless to state that, the NEPP discriminates between the employees absorbed from the DoT and the employees Directly Recruited by BSNL. Whatever may be the background in which the NEPP might have been formulated, the discrimination embedded in this promotion policy, is a violation of the principle of natural justice. Further, it is a clear-cut violation of Article 14 of the Constitution of India, which guarantees equality among the citizens of India.
- (4) The Directly Recruited employees of BSNL, especially the DR JEs are extremely frustrated and demotivated due to this discrimination contained in the NEPP. BSNLEU has already taken up this matter with the CMD BSNL, vide letter cited under reference (1). Further, vide letter cited under reference (2), this issue was taken up with the Director (HR) and was discussed in the Formal Meeting, held on 13.06.2022. But, no solution has been found by the Management to remove the discrimination.
- (5) In view of the foregoing, we earnestly urge upon you to kindly revisit this issue and to take necessary steps for expeditiously removing the discrimination as discussed in para (2) above.

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 Tyagi, PGM(Estt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001