

# BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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General Secretary

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BSNLEU/506(NEPP)

09.12.2019

To,

Shri Saurabh Tyagi,  
Sr.GM(Estt.), BSNL CO.,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Sir,

Sub: - **Grant of financial upgradation under NEPP – Impact of disciplinary cases of major penalty / vigilance cases erupted beyond the due date of upgradation- req.**

Ref: - (i) BSNL CO letter No.400-24/2018-Pers.I dated 25.09.2019.  
(ii) CGM Punjab letter No.Staff/NEPP/misc/2018/30 dated 06.09.2019.

With reference to the letter cited above, we wish to draw your kind attention to the following issue, for favour of necessary action.

A clarification has been issued by the BSNL Corporate Office, vide letter number cited under reference (i) above, in respect of the Executive Promotion Policy (EPP). According to that clarification, any disciplinary case of Major Penalty/Vigilance case, coming up after the due date of the upgradation / NF up gradation, will not affect the granting of the upgradation.

However, this letter covers the Executives only and not the Non-Executives. Among the Non-Executives also cases are there, wherein disciplinary cases of Major Penalty / Vigilance cases have come up after the due date of the upgradation. The CGM of Punjab, vide letter cited under reference (ii) above, has written to the Corporate Office, seeking clarification whether the guidelines issued in the case of EPP can be made applicable to the NEPP also.

Since the problem being faced by the Executives and the Non-Executives are one and the same, we request you to kindly issue a similar clarification in respect of the Non-Executives also at the earliest.

Thanking you,

Yours sincerely,



[P. Abhimanyu]  
General Secretary

Encl: As above.

Copy to: Com.H.S. Dhillon, Circle Secretary, BSNLEU, Punjab circle.