



## NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

(Regn. No. 4906 dated 17/9/2001)

MS-II, Q. No. 21 & 17, Atul Grove Road, New Delhi-110001

Dated:-27-08-2021

TF-26/6

To,

Director  
(HR)  
BSNL, New Delhi.

**Subject:-** Request for New promotion policy for non-executive employees – reg.

Respected Sir,

Kindly recall the discussion in the formal meeting held on 25<sup>th</sup> instant. We have urged for new promotion policy for non-executive employees as NEPP was evolved and made effective from 1<sup>st</sup> October, 2000 and since then many years have elapsed. The officials are not only facing hardships but have been discriminated also in comparison with the Executives. The sufferings and hardships were brought into the notice of management on many occasions but the issues could not be resolved.

We may state in the National Council meeting, held on 29-4-2019 the management held out that the matter would be taken up after 3<sup>rd</sup> Pay revision which has not materialized till date. A large number of employees are stagnating on the maximum of their pay scale which is not good for the growth of the Company. Apart from above the sizeable number of D/R employees have joined the PSU and the situation is completely changed. We append below the points of hardships and discriminations besides acute stagnation.

- (1) There is discrimination in periodicity itself for up gradation between absorbees and direct recruits in NEPP where as there is uniformity of four years in EPP for all categories.
- (2) The up-gradation of pay scales of JEs, Drivers, LDC(TA) to TOA(G) and time bound promotions etc.. have been treated as 1<sup>st</sup> upgradation in NEPP but in EPP such treatment is not available.
- (3) The Sr. TOAs in the OTBP scale of Rs. 7100-10100 are placed in the scale of Rs.6550-9325 sequel to their up-gradation in NEPP. It is not up gradation but punishment to employees as they have been subjected to recoveries. Such treatment is not available in EPP.
- (4) The D/R staff and ATTs (RMs) regularized on 01-10-2000 or thereafter, are getting upgradation after 8 years instead of 4 years. There is no such provision in EPP.
- (5) Reservation for SC/ST staff are not available in NEPP.
- (6) The conversion of TOAs into Sr. TOAs has been treated as 1<sup>st</sup> upgradation.
- (7) The Assistant Telecom Technicians (RMs) are placed at stagnation after every upgradation in NEPP. Such officials are undergoing immortal financial loss.

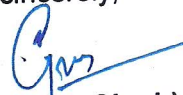
We are extremely happy you have been kind enough to appreciate our concerns and desired details for consideration.

Therefore, we urge upon you to please get the matter considered in real perspective for evolving new promotion policy. We strongly feel that is very necessary.

An early action for creation of congenial atmosphere in offices/exchanges is solicited.

With best regards,

Yours sincerely,

  
(Chandeshwar Singh)  
General Secretary