



BSNL EMPLOYEES UNION

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General Secretary

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BSNLEU/318 (MH)

23.07.2026

To,

Dr. Kalyan Sagar Nippani,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - **Granting NEPP financial upgradation to ST employees of Maharashtra Circle - req.**

Sir,

I wish to bring to your attention the immense harassment faced by ST employees in the Maharashtra Telecom Circle over the past 8 to 9 years regarding the requirement of ST caste validity certificate. No Department of Personnel and Training (DoPT) Office Memorandum mandates such validity. However, there is a provision for the issuing authority to verify the caste certificate if the need arises and if substantial evidence exists. Yet, in the Maharashtra Circle, both serving and retired employees whose service books merely mention "ST" status are being subjected to injustice through the threat of departmental inquiry.

Due to such unilateral actions, their NEPP benefits which constitute financial upgradation rather than a promotion have been withheld. This issue was raised within the Maharashtra Circle Council Meeting. Following a thorough discussion, it was agreed that NEPP is a form of time bound financial upgradation and that ST employees should not be penalized in this regard; orders to this effect were subsequently issued (copy enclosed). However, the Maharashtra BSNL management later withdrew the order, citing a requirement for vigilance clearance in these cases (copy enclosed). It is worth noting one key point here that Wage Revision is pending since 2017, approximately 80% of non-executive employees are facing stagnation; denying them NEPP benefits amounts to a double injustice.

Therefore, we request you to consider this matter positively and arrange to issue instructions to the Maharashtra Circle to grant the due NEPP financial upgradation which is time bound to serving and retired ST employees by relaxing the condition of vigilance clearance at the earliest.

Thanking you,

Yours sincerely

(Animesh Chandra Mitra)
General Secretary

Encl: As above