



BSNL EMPLOYEES UNION

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Central Head Quarters

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General Secretary

Main Recognised Representative Union.
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BSNLEU/ 506 (NEPP)

17.04.2025

To,

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

Sub: - **Removal of discriminations between the EPP and the NEPP – non-implementation of the decision taken in the 40th meeting of the National Council held on 13.01.2025 - req.**

Sir,

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

Detailed discussions took place in the 40th meeting of the National Council held on 13.01.2025, on the issue of removal of the discrimination existing between the Non-Executive Promotion Policy (NEPP) and the Executive Promotion Policy (EPP).

It was pointed out by the Staff Side in the meeting that, the Non-Executives are being given Time Bound Upgradation of Pay Scales on completion of every 8 years, whereas the Executives are being given Time Bound Upgradation of Pay Scales on completion of every 5 years. The Staff Side argued that, the Management cannot adopt two different yardsticks for giving Time Bound Upgradation of Pay Scales to the Non-Executives and the Executives in BSNL.

After detailed discussions, the Director (HR) was kind enough to appreciate the genuineness of the grievance of the Non-Executives on this issue and stated that a committee would be formed to look into this issue.

It is already 3 months since the 40th meeting of the National Council has taken place. To our knowledge, no committee has been constituted so far, as was assured by the Director (HR) in the meeting of the National Council.

In view of this, we request you to kindly look into the matter and to take early steps for the constitution of the committee and removal of the discrimination prevailing between the NEPP and the EPP.

Thanking you,

Yours sincerely

[P. Abhimanyu]
General Secretary

Copy to: Ms. Anita Johri, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi - 110001