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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:- 26-12-2018

F-26/6

To,
Director
(HR)
BSNL, New Delhi.

Subject:- Request to evolve the new promotion policy for non executive employees –reg

Respected Madam,

Please recall our request in the informal meeting for the evolvement of the new promotion policy for non-executive employees. The issue was also raised in the meeting of National Council. The Non – Executive staff are suffering and facing hardships due to discriminatory provisions for up-gradations in comparison with the executives. Some of the issues are appended below for perusal and ready reference.

- 1) There is discrimination in periodicity for up gradation between absorbees and direct recruits 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 1st up gradation 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 Rs6550-9325 sequel to their up-gradation in NEPP. It is not up gradation but punishment to the employees. 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 8years 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 1st upgradation.
- 7) The Assistant Telecom Technicians (RMs) are placed at stagnation after every upgradation in NEPP. Such officials are undergoing immortal financial loss.

Apart from above the demand of union for forming "Multi task cadre" has not been finalized. The issue was discussed in the National Council and assurance was given for consideration and resolution. We may also state that the situation in PSU has completely changed due to induction of D/R staff. The motivation of such employees along with the redressal of sufferings of absorbed employees in NEPP are need of the hour.

Under the circumstances we implore upon you to please consider to decide for framing of New Promotion policy akin to executives as assured.

With best regards,

Yours faithfully,


(Chandeshwar Singh)
General Secretary