

BSNL EMPLOYEES UNION

Recognised Union in BSNL

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

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BSNLEU / 506 (NEPP)

11.10.2010

To

Shri D.P. De,
Sr. GM (Estt), BSNL CO,
Bharat Sanchar Bhawan,
New Delhi- 110 001

Sub: - **Modifications to Non-Executive Promotion Policy (NEPP) – Implementation of assurance given in National Council- req.**

Sir,

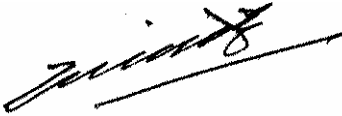
I wish to draw your kind attention to the discussions that took place in the 24th National Council meeting held on 31.08.2010, in respect of the modifications to the Non-Executive Promotion Policy, as sought by the Staff Side. The following modifications were sought by the Staff Side. After discussion, the management side agreed to examine the modifications. More than a month has already elapsed since the 24th National Council meeting took place. Hence, I request you to kindly examine the modifications sought by the staff side expeditiously. The modifications are as follow:

- i) Post based promotions such as Telecom Mechanic, Sr.TOA, TTA etc. accorded to an employee after 1.10.2000 should not be treated as a part of NEPP. This is not in accordance with the agreement signed by the staff side on NEPP.
- ii) As per the agreement signed between the staff side and management side, only time bound upgradation of payscales such as OTBP, BCR and ACP are to be treated as part of NEPP. Accordingly, conversion of LDC TA to TOA as well as subsequent promotion to Sr.TOA should not be treated as part of NEPP.
- iii) The extra increment granted in lieu of Grade IV promotion, one year before retirement, should not be withdrawn in case of the officials who wish to continue in the OTBP, BCR and Grade IV. Since this one increment is part and parcel of the OTBP, BCR and Grade IV Scheme, the same cannot be withdrawn, if an official opts to continue in the scheme.
- iv) The pay scale of TTA cadre was revised to the CDA scale of 5000-8000 w.e.f. 01.10.2000. This was done as per the decision taken by the DoT. This pay scale revision of the TTA cadre does not fall within the category of “time bound up gradation of pay scale”. Hence, this pay scale revision of TTA cadre, w.e.f. 01.10.2000, should not be treated as a part of the NEPP.

- v) BSNL has issued clarifications to NEPP vide F.No.13-2/2010-TE dated 20.08.2010. Therein a clarification is asked against Sl.No.24, as to whether a Temporary Status Mazdoor regularized after 01.10.2000 is to be treated as a BSNL recruitee or as a BSNL absorbed official. It as replied that clarification to this point would be issued later. I wish to state that this is a settled matter. As per DOT order, all the officials who were conferred with Temporary Status prior to 01.10.2000 and who were regularized subsequently are treated as DOT recruitees. In their case, DOT has already issued presidential orders. Hence it is requested that all such officials who have been issued with Presidential Orders should be treated as DOT recruitees (BSNL absorbed) for the purpose of NEPP.
- vi) As per para 6.4 of the NEPP, if an official who had already availed upgradation under OTBP/BCR/Grade-IV/ACP, after 01.10.2000 and before notification of NEPP, wishes to opt for first upgradation under NEPP, then he/she has to forego the upgradation already availed under OTBP/BCR/Grade IV/ACP. As per this provision if a Sr.TOA who has already availed OTBP after 01.10.2004 wishes to opt for NEPP, then he/she has to forego the 7100-10100 scale and will be placed in the 5700-8100 scale. Subsequently, he/she will be promoted to 6550-9325 scale. Ultimately, in this way the official is actually facing demotion from 7100-10100 scale to 6550-9325 scale. This is a rare case arising out of the above narrated situation. You will agree that such a demotion or reversion to a lower scale should not happen without a duly given punishment order. Hence it is requested that in this case the 7100-10100 scale of the Sr.TOA should be protected, even if he/she opts for NEPP.

Thanking you,

Yours sincerely,



(P.Abhimanyu)
General Secretary

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