



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

**( The Recognised Representative Association of BSNL )**

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GS/AIGETOA/2020/115

Dated 12.10.2020

To,

The Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
BSNL Bhawan, Janpath, New Delhi.

Subject: Request to recall the unilateral decisions to defer EPP by two years on refusal of promotion-Reg.  
Reference: BSNLCO-PERS/15(17)/1/2020-PERS1 Dated 31.08.2020.

**Respected Sir,**

This is in reference the above mentioned letter of BSNLCO regarding deferment of next Time Bound Pay Scale Up-gradation under EPP 2007 for a period of two years in case of refusal of post based promotion. We have discussed about the order with various sections of the executives and we would like to apprise that the selective decision of the management to defer EPP by two years in case of refusal of post based promotion has created serious resentment among executives. We register our strong protest on this order which is unilateral & selective in nature as well as violates the basic essence of BSNL REA Rule-2014, which states that employees related policy decisions will be discussed with the Recognized Representative Association. But we have not been consulted on it even after becoming the recognised representative association and if the management has discussed with earlier one then the details should be shared. The EPP 2007 was devised after detailed discussion between the management and associations to provide five Time Bound Financial Up-gradations to compensate the losses as Time Bound Functional Promotion Policy did not exist. So, any tinkering with the EPP Policy is not accepted and concurrence of Recognised Representatives Association must be considered for any modification.

It is a well known fact that the executives are being denied promotions for years even after completing more than requisite residency period in the grade for promotion to next higher grade but management has failed to provide the due promotion in time. If we simply take an example of JTO to SDE Promotion, the residency period is just 3 years but the JTOs are waiting for promotion since more than 6-18 years and similarly in other grades. This is happening in spite of sufficient vacancies as well as most of the executives are already discharging higher responsibilities on Look After basis from years together. It is important to note than more and less similar conditions exist in other grades also like AGM, AO, CAO etc. When management is not honoring its own commitment to promote executives in time then punishing the executives by deferring the EPP by two years on refusal of post based promotion due to any reason is highly discriminatory, especially when the unavoidable circumstances has also not been exempted. Earlier provision to not consider for one year for next promotion was just sufficient and it should continue only.

**In view of the facts mentioned above, we therefore seek your kind intervention and request to recall of the referred order of deferring the EPP by two years in case of refusal of post based promotion.**

With warm regards,

--Sd/--

**[MD. WASI AHMAD]**  
**General Secretary**

Copy to:

1. The Director (HR), BSNL Board for kind information please.