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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

Central Headquarters

Regn. No. 4906, Dated 17/09/2001

MS-II, Q.No. 21 & 17, Atul Grove Road, New Delhi-110001

Dated:-11-04-2025

TF-14/2(a)

To,

The Chairman and Managing Director
Bharat Sanchar Nigam Limited (BSNL)
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110001.

Subject:- Request for Formulation of a Promotion Policy for Junior Engineers and Other Non-Executives to Executive Cadre in BSNL.

Respected Sir,

I write to you on behalf of the thousands of Junior Engineers (JEs) and other non- executive employees of BSNL who have served the organization with utmost dedication, loyalty, and technical expertise - often going above and beyond their roles to maintain and support the network across the nation.

In various Central Public Sector Undertakings (CPSUs) such as ONGC, IOCL, NTPC, SAIL, BHEL, and GAIL, there exist well-structured internal promotion policies that enable non-executive employees, including technical staff like JEs, to be promoted to executive positions based on seniority, service tenure, and consistent performance, without the need to undergo competitive examinations.

Unfortunately, BSNL currently lacks a time-bound or merit-based internal promotion policy for Junior Engineers to transition to the executive cadre (e.g., JTO), relying solely on the Limited Internal Competitive Examination (LICE) route. While LICE serves as one avenue, it has major limitations.

Many circles do not have sufficient vacancies, meaning eligible and deserving JEs are often left with no opportunity to progress.

Age restrictions and limited attempts disqualify many experienced and skilled JEs who have devoted over a decade or more in service.

The absence of a transparent career progression plan leads to stagnation, de-motivation, and loss of technical talent.

Junior Engineers are the backbone of the field operations, having developed deep expertise in the BSNL network, infrastructure, and customer delivery systems. It is only fair and fitting that BSNL acknowledges their contribution by providing a structured, non-exam-based promotion path to the executive cadre—one that values their service, knowledge, and on-ground performance.

We humbly request you to consider formulating a policy similar to ONGC, SAIL, NTPC, and other leading PSUs, where promotion from JE to JTO (or equivalent) is possible through.

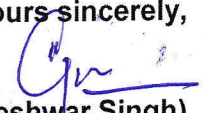
- *Seniority-cum-merit evaluation.
- *Minimum qualifying service period.
- *Annual Performance Appraisal Reports (APAR).
- *Departmental screening or training-based assessment.

This would not only uplift the morale of thousands of JEs across BSNL but also ensure that their rich technical experience is retained and utilized for the organization's growth.

Thank you for your kind attention to this genuine and long-standing concern. We look forward to your visionary leadership in enabling a more inclusive and motivating career path for BSNL's Non-Executive workforce.

With regards,

Yours sincerely,


(Chandeshwar Singh)
General Secretary