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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

TF-26/6

Dated:-01-07-2026

To,
The Director (HR)
BSNL Board
New Delhi.

Subject:- Framing of a Comprehensive and Equitable Promotion Policy for Non-Executive Employees.

Respected Sir,

The Non-Executive Promotion Policy (NEPP), introduced in 2010, has outlived its relevance and no longer serves the legitimate career aspirations of Non-Executive employees. Over the years, NFTE has repeatedly pointed out its inherent anomalies, ambiguities and discriminatory provisions. The large number of clarifications issued by the Corporate Office itself reflects the deficiencies of the existing policy.

The present NEPP has resulted in prolonged stagnation and serious discrimination, particularly against employees recruited after the formation of BSNL. It has failed to ensure fair, transparent and time-bound career progression, leading to widespread dissatisfaction among Non-Executive employees.

NFTE has consistently demanded a comprehensive review of the existing NEPP and the introduction of a new Promotion Policy on the lines of the Executive Promotion Policy (EPP), providing financial upgradation after every five years of qualifying service. Such upgradation is purely financial in nature and does not involve any change in designation, duties or responsibilities.

We also draw your kind attention to the decisions taken in the National Council Meeting held on 13 January 2024 and the formal meetings with the Recognised Unions on 04 October 2024 and 18 February 2026, wherein the Management agreed to review the existing NEPP and frame a new policy. Unfortunately, despite these commitments, no concrete action has been taken. Sir, continuation of two unequal promotion policies within the same organisation is neither fair nor justifiable. Equal workforces deserve equitable career progression. The existing disparity adversely affects employee morale and is inconsistent with the principles of fairness and natural justice.

We, therefore, earnestly request your good self to accord top priority to this long-pending issue and initiate immediate action for framing and implementing a transparent, equitable and time-bound Promotion Policy for Non-Executive employees. An early decision will remove long-standing discrimination, restore employees' confidence and significantly strengthen organisational harmony and productivity.

We look forward to your positive and expeditious intervention.

With kind regards,

Yours sincerely,


(Chandeshwar Singh)
General Secretary