राष्ट्र हित विभाग हित अधिकारी हित
All India Graduate Engineers & Telecom Officers Association
Central Headquarter, New Delhi
(The Recognised Representative Association of BSNL)
(Affiliated to BMS)
Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2024 - 25 / 157 **Dated 27.02.2025**

To,
Shri Kalyan Sagar Nippani,
Director (HR), BSNL Board,
Corporate Office, New Delhi - 110001.

Sub: Request for Protection of NEPP Time Bound Upgradation Due for New JTO LICE Batch

Respected Sir,

This letter is to bring to your kind attention a pressing matter concerning the JEs who have cleared the Limited Internal Competitive Examination (LICE) for promotion to the Junior Telecom Officer (JTO) cadre and are scheduled to undergo Phase-1 training from March 2025 onwards.

As you are aware, a significant number of these successful candidates, currently serving as JEs, joined BSNL in 2017. A substantial portion of them have their date of appointment in the JE cadre from July 2017 onwards, following their 10 weeks of initial training. These employees are due to complete eight years of non-executive service by June/July 2025 onwards, thereby becoming eligible for time-bound upgradation under the Non-Executive Promotion Policy (NEPP).

However, due to the 14-week Phase-1 (JTO) training scheduled to commence in March 2025, these JEs are likely to be appointed as JTOs only from June 2025 onwards. This will result in them falling short of the required eight years of non-executive service by a few weeks or months, effectively disqualifying them from receiving their rightful NEPP upgradation and the associated increment.

It is deeply distressing to note that after dedicating nearly eight years of service in the non-executive cadre, these employees stand to lose a well-deserved increment simply because they are availing themselves of a promotional opportunity through a departmental competitive examination. This situation places them at a significant disadvantage, despite their hard work and dedication.

Therefore, we earnestly request your esteemed office to consider this matter with empathy and grant a one-time exemption to these young and energetic employees who are about to embark on their executive cadre journey. We propose that their due increment under the NEPP be granted, calculated based on their respective basic pay in the non-executive cadre, prior to their fixation of scale to JTO. We are confident that you will appreciate the merit of our request and take a favorable decision to protect the legitimate rights of these deserving employees.

Thanking you for your kind consideration.

With Regards,
Sd/-
(Ravi Shil Verma)
General Secretary, AIGETOA

Copy to: Shri Shambhu Prasad Singh Ji, PGM (Estt), BSNL CO, New Delhi.