



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/Dir(HR)/2020

Dated: 19.12.2020

TO
The Director (HR),
BSNL Board,
New Delhi-1.

Sub: - JAO (DR) - 2018 Batch - Phase III Training - Online Mode w.e.f. 21.12.2020 - reg.

Reg: CS AIBSNLEA, TN Circle Lr.NO/TN/Corr./2020-21/ dated at Thanjavur the
19.12.2020.

Respected Sir,

Kindly find enclosed herewith the Letter received from the Circle Secretary, AIBSNLEA Tamilnadu Circle , which is Self Explanatory. In this regard we would like to bring to your kind notice that the BSNL Corporate Office issued instructions to impart JAO Phase III Training through Online mode and the same may be attended by the Trainees from their Offices / Hostel Rooms / Specified Locations / Venues as decided by the Circles.

In many Circles the Trainees have been ordered to undergo the Online Training from their residences (J&K and Chennai Phones Circles etc.,). But the Finance wing of Tamilnadu Circle issued instructions directing the candidates to attend the Training from their Offices w.e.from 21.12.2020. **It was also ordered by the TN Circle Management that the Trainees have to attend the routine office work despite attending the Training.**

In this connection our CHQ South Zone Organizing Secretary and Circle Office bearers had a detailed discussion with the Sr.GM(Finance), TN Circle on 18.12.2020, but the TN Circle Administration has issued orders stating that the Trainees have to attend the routine office work despite attending the Training, which is not only Biased and Arbitrary decision but also against the Natural Justice and it will affect the Carrier prospects and Seniority of the young JAOs.

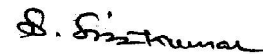
In this regard it is submitted that

1. Phase III Training is the last Phase of the Training and Examinations will be held during the course of Training and based on the marks obtained in the Examinations, the JAOs Seniority will be fixed. Hence attending the Training with full concentration is essentially required for the candidates.
2. The seating arrangement for the JAOs are made in the open Office where other Staff are also seated. Staff members / Customers will also be visiting the Offices and being meeting the JAOs for their queries frequently. So the JAO Trainees cannot concentrate on the Online Training Class with full concentration by sitting in their office.
3. If the candidates are attending the class with Audio/Video, it will disturb the other staff in their routine work. And also in most of the offices PCs were provided to the JAOs but AV facility is not available.
4. Above all attending the Office works, in addition to the Training will definitely affect their effective participation in the Training and hence they may have to lose their Seniority when compared to the Candidates of other Circles.

In view of the foregoing facts, we would like to request your good self to kindly intervene in the matter immediately since the Online Training is going to be started on 21.12.2020(Monday) and cause to issue necessary instructions to the CGM TN Circle to allow the JAO Trainees of TN Circle for attending the Online Training from their residences, so that they may arrange the facilities on their own and it will be their responsibility to attend their Training and to compete with other Candidates. If the proposal is not agreeable to the Management, necessary arrangements may kindly be made in the Conference Hall or any other separate room at the GM Office concerned to accommodate the Trainees exclusively for undergoing the course successfully.

With Kind regards,

Yours Sincerely,



(S.Sivakumar)

General Secretary

Copy for kind information and necessary action to:

- 1.The Director (Finance), BSNL Board, New Delhi-1.
- 2.The GM (Training&Admin), BSNL CO, New Delhi-1.
- 3.The PGM (Pers.), BSNL CO, New Delhi-1.
- 4.The Sr.GM(SR), BSNL CO, New Delhi-1.

