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Bharat Sanchar Nigam Limited
(A Government of India Enterprise)

No. 32-27/2004-Trg

11th April, 2008

To:

General Secretary:
✓ **ATBSNLEA, SNEA**

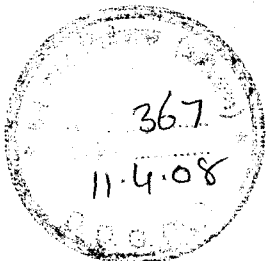
Subject: E2 to E3 Mandatory Executive Trainings.

Sir,

This office has been in receipt of few notes on the subject, requesting for delivery of Mandatory Trainings under Executive Promotion Policy at some more RTTCs.

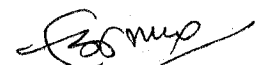
Though, we very much appreciate the concerns raised in these notes, we wish to put forward various underlining issues for your information so as to have a proper perspective, in the totality of situation.

- The E1-E2 mandatory trainings have been allowed across all the RTTCs. The RTTCs are providing these trainings, in addition to their other planned in-service trainings. There is capacity constraint.
- The E2-E3 & other higher trainings have been planned at our apex centres at ALTTC & BRBRAITT, so as to match with the associated higher degree of training/faculty requirements.
- The facilities at our apex centres are undeniably better as compared to our RTTCs either in terms of equipment, expertise or level of faculties. There is a matching correspondence between 'needs' & 'supply'.
- As each of the mandatory training has one module of Management also, such module for higher ranks can be delivered effectively only at higher levels of training centres.
- However, in order to cope with the total demand of such trainings as per the policy timelines, two more RTTCs – at Chennai & Kalyani were included for these E2 to E3 trainings. While Chennai was chosen on the basis of being only place having two RTTCs, (better availability/consolidation of resources), Kalyani, was a special consideration for typical needs of North-Eastern, Eastern region.



- Though these two RTTCs, are being groomed through "Training the trainers" for better delivery, there would certainly be gaps in terms of infrastructure /lab etc., as compared to our apex centres.
- It needs to be appreciated that much of the learnings, gets transferred through environment/exposure of higher level, rather than through class-room teachings only.
- Substantial learnings are achieved through meeting peer-officers from different areas, enhancing our understanding of operations in different parts of our organizations. This cannot be underestimated for an organization like BSNL having pan-India footprints. Apex Centres provide better opportunity on this count.
- It is our sincere endeavour to put a system where quality is not compromised as far as possible. Even if it comes at a price of slight inconvenience of extra travel of a day or two, it is perhaps acceptable. Moreover these opportunities are mandatory, just once in 4 years.
- It will perhaps be appreciated that officers of level Sr. SDE/DE undergoing such an empowering learning at training centres where not even few of JAG/STS officers are available would be more of a formality. Partial and symbolic savings of time/travel may not be of real worth when compared to overall loss of opportunities.
- In order to mitigate the inconvenience of poor connectivity of BRBRAITT, Jabalpur, we are exploring pick up/drop arrangements of officers from Nagpur, which is on the main line.
- We are committed to make learning a worthwhile experience for our officers. Training centers are being encouraged to evolve to the level of being centers of awakening realizations which can happen gradually and with the team efforts. All round co-operation is solicited from all concerned.

Despite above views/understanding, we are still and will always be on the look out for viable quality solutions. We remain open to constructive suggestions. These are still early days for these mandatory trainings and we have sincere belief that in times to come we will surely put a creditable delivery system in place for these trainings.


 (Neeraj Verma)
 DDG(Trg)

Copy for necessary action to:

1. CGMs: ALTTC Ghaziabad, BRBRAITT Jabalpur

Copy for information to:

1. Director(HRD), BSNL CO
 2. DDG(SR), BSNL CO, New Delhi