



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION**

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No. AIBSNLEA/CHQ/GM (TRG)/2014

DATED: 14.03.2014

To

**The Director (HR),  
BSNL Board,  
NEW DELHI-110001**

**Sub:** Policy for on-line mandatory training on each up-gradation-reg.

Sir,

On the subject cited above, we wish to submit that the implementation of up-gradation training through self study on the plea of cost cutting without giving time for preparation is seems to be not in the benefit of BSNL. We are of the view that-

**1. TRAINING word seems not suitable in the existing policy.**

It should be named as EXAMS instead of training. Earlier employees were being trained by providing the study material under the proper guidance of the concerned subject teacher personally but now no teachers have been authorized to clarify the doubts or advice the concerned employee/trainee even through any electronic mean whereas several contradictions have been observed in the study material.

For ex.: In the study material of E-2 to E-3 at one place PERT is explained as Project Evolution and Review Techniques whereas at another place it is Program Evolution and Review Techniques. CSR at one place is explained as Customer Service Representative whereas at another place it is Customer Support Representative. In this situation, it is not known which answer would be accepted as correct.

**2. Not serving the purpose of training in benefit of BSNL without offering time/leave for study.**

During earlier training period, trainee was treated as on duty and effectively, willingly were focused to learn training lessons to become competent for serving the duties and responsibilities attached to the upgraded scale/post in an effective manner in the interest of BSNL. But in the present policy, employees are bound to study in addition to performing his/her day to day all duties. In this situation, how it can be expected that concerned employee will perform his/her duty honestly in office doing the official work attached to his seat. So it is felt to grant **some days leave at least one/two week** to the concerned official before the examination on account of Special Training Preparation Leave under consideration as on duty.

The association, therefore, requests for taking necessary corrective measures to make the said mandatory training program more fruitful on up-gradation under the EPP in BSNL.

Thanking you sir,

Yours Sincerely  
-sd-  
**(Prahlad Rai)**  
General Secretary

**Copy to:**

The GM (TRG), BSNL Corporate Office, New Delhi - 110001