



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/Director(EB/HR)2012-13

Dated:24.01.2013

TO

Shri A.N. Rai
Director (HR/EB), BSNL Board
New Delhi-110001

Sub.- Two weeks of training to executives whose pay is upgraded on every promotion under EPP-request for review.

Ref.: 1. This Office letter even no. dated 20.06.2012

2. No. AIBSNLEA/CHQ/CMD/2012-13 dated 21.12.2012.

Respected Sir,

In the above cited reference and subject matter, we would like to further bring to your kind notice that as per Executive Promotion Policy (EPP) every executive whose pay is upgraded to next higher IDA pay scale, the concerned executives shall have to compulsorily undergo Two Weeks of Training (One Week in Administrative/Management/Customer Care and One Week in latest development in One in Core Competence Area) for being eligible for drawal of Second increment in the upgraded IDA scale. The training is to be completed within a period of two years from the date of the upgradation to the higher scale. The Executive who fails to successfully undergo the prescribed Two Weeks training will not be eligible for consideration of next IDA Scale upgradation even if he/she is due for upgradation otherwise.

As per the provisions of EPP, the two Weeks training was being conducted in all the RTTCs in Class Rooms. But later on it was changed to e-mode and online examination w.e.f. 01.04.2011 in view of saving expenditure of TA/DA and training Centers establishment cost etc considering the state of BSNL Finance. Even though saving is achieved in not conducting the classes, but the executives were asked to go to RTTCs to write the exams by incurring expenditure on TA/DA, which again a huge expenditure on BSNL.

The fact remains that executives do not find sufficient time to concentrate in appearing the on-line examinations. Also they don't find proper material and guidance to qualify the online examination. At least, in classroom mode they had an opportunity to concentrate training courses properly and were getting help in learning the subject properly.

Group-'B' level executives on their each time bound upgradation are compulsorily should undergo the mandatory online training examination even in the age of 55 to 60 years. Some executives, who are not computer friendly are not getting passed online training examination whereas, they have completed 30 to 35 years of service successfully. It is causing lot of humiliation, harassment and social demoralization to these senior executives.

In view of the above, it is therefore requested you to kindly intervene in the matter so that the executives who have completed mandatory training once & having 55 years should be exempted from further mandatory training examinations. Also those who are not computer friendly and could not qualify online training in one attempt may be sent to in-house training course to BSNL's training centers.

With kind regards,

Yours Sincerely
-sd-
(Prahlaad Rai)
General Secretary

Copy to:-

- Shri A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi-110001
- Shri Neeraj Verma, GM(Trg.), BSNL CO, New Delhi-110001