



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION

CENTRAL HEAD QUARTERS

AD-87B, Pitampura, Delhi-110088

President
K. BALASUBRAMANIAN

Mobile : 094440000562

Finance Secretary
V. GURUMOORTHY

Mobile : 09444979555

General Secretary
RAKESH SETHI

Mobile : 9868210449

No.AIBSNLOA/CHQ/2012/52

Dated: 14th August 2012

To

Shri R.K.Upadhyay,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi – 110 001

Sub: E-mode of Mandatory Training under BSNL Executive Promotion Policy – Request for reviewing the usefulness – reg

Ref: 1. Our letter No.AIBSNLOA/CHQ/2011/29 dated 24.8.2011
2. Our letter No.AIBSNLOA/CHQ/2012/41 dated 18.6.2012

Sir,

We would like to draw your kind attention to our earlier letters on the subject mentioned under reference above, wherein we had brought to your kind notice, some genuine problems faced by the Executives in learning the voluminous subjects and appearing in the on-line examinations.

2. The training cell of BSNL, vide its letter. No. 32-27/2004-Trg(Vol. VII) Dated: 25/07/2012 has sought to allay the apprehension, restating existing instructions on e-mode training. The data provided in the letter intends to project that more than 90% of the officers taking the on-line examination have been successful. The very same data stands to prove that the apprehensions are genuine, as around 10% of the Executives taking the examination have failed.

3. We would like to point out that the basic principle envisaged in para I (d) (8) (f) and para II (xi) of BSNL Executives Promotion Policy is **successful completion of mandatory training** for two weeks after each up-gradation or promotion **and NOT an examination without training. The emphasis of EPP in fact is on training and not an examination.** As long as the concept of two weeks regular training with in-built examination to assess the success of the candidate in the training was in place, the theory of upgrading the skills of the officer following up-gradation or promotion was fruitful, despite a percentage of officers failing to complete the training successfully. But the concept of e-mode training has resulted in **an examination only system** without the original concept of training to upgrade the skills.

4. As we had mentioned earlier, **there is a gulf of difference between class room training and e-mode training.** In the e-mode training, no Executive practically finds time amidst his busy office work, even to peep into the materials provided, not to speak of learning the contents. The conventional class room mode facilitated exclusive time of two weeks for the Executives to learn the subjects and get doubts clarified. In the e-mode, there is no possibility of allotting exclusive time for the e-learning and also there is no time to reach out to experts/materials for getting the doubts clarified.

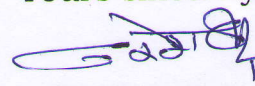
5. The previous practice of in-service training was also for upgrading the skills of Executives. Both the in-service training and the mandatory two weeks training under EPP have been done away with **purely due to financial constraints.** EPP was finalised at a different point of time when BSNL's financial condition was quite healthy and the concept of mandatory training was visualised in the scenario existing at that time

6. Therefore insisting on e-mode concept which culminates in on-line examination is sheer persistence without any rationale on the part of the Management. We would like to reiterate the fact that the Executives learn and work in any new technology area without any difficulty, when they are actually posted to that area. The theoretical learning of new technology without actual exposure remains a futile exercise. Theory can never be more beneficial than practice. Therefore any expenditure on the mandatory **on-line examination** becomes purposeless.

7. We shall be thankful, if the entire policy of mandatory training/examination is reviewed and a decision is taken to withdraw the stipulation in the BSNL Executives Promotion Policy or at least to suspend the provision till BSNL is able to revert to the earlier class room-mode of mandatory training.

With kind regards,

Yours sincerely,


14/8/12
(Rakesh Sethi)
General Secretary

Copy to:

Shri Neeraj Verma,
General Manager (Training),
BSNL Corporate Office,
New Delhi.