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BHARAT SANCHAR NIGAM LIMITED  
OFFICERS' ASSOCIATION**

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No. AIBSNLOA/CHQ/2012/41

Dated: 18<sup>th</sup> June 2012

To

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

**Sub: Mandatory Training under BSNL Executive Promotion Policy – Request for reviewing the usefulness – reg**

Sir,

As per the provisions of BSNL Executives Promotion Policy, mandatory training of two weeks duration was given to all Executives on every time bound up-gradation and post based promotion. Later, the mandatory training under BSNL Executive Promotion Policy was migrated from class room mode to e-mode w.e.f. 1.4.2011, with a view to achieve considerable savings in expenditure.

2. Vide our letter No. AIBSNLOA/CHQ/2011/29 dated 29.8.2011, 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.

3. Although, a span of two-years has been provided for learning the subjects before appearing in the on-line examination, but we feel that practically Executives find no 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 one to clarify the doubts when the Executive rarely finds some time.

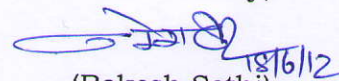
4. When the Executive finally gathers courage for appearing in the on-line examination in a nearest training centre, without knowing the pattern of questions or without having any model question paper, he is baffled with the questions asked in the online examination and feels stumped. As a result, there are abundant cases of failure in the examination.

5. Apart from this, there appears to be no proven data to establish the usefulness of the mandatory training in upgrading the skills of the Executives. The fact is that the Executives learn and work in any new technology area without any difficulty, when they are actually posted to that area. The learning of new technology without actual exposure remains a futile exercise. Theory can never be beneficial than practice. Therefore any expenditure on the mandatory examination becomes purposeless.

6. 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. This will also help in reducing unnecessary expenditure.

With kind regards,

Yours sincerely,



(Rakesh Sethi)

General Secretary

Copy to:

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