



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

CENTRAL HEAD QUARTERS

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RAKESH SETHI**

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No.AIBSNLOA/CHQ/2012/82

Dated: 17th December 2012

To

Shri Neeraj Verma,
General Manager (SR & Training),
BSNL Corporate Office,
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 12.8.2011
2. Our letter No.AIBSNLOA/CHQ/2012/41 dated 18.6.2012
3. Our letter No.AIBSNLOA/CHQ/2012/52 dated 14.8.2012**

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. We had pointed 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 upgradation 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 upgradation 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.**

3. 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 are stated to 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

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4. Therefore insisting on e-mode concept which culminates in on-line examination is sheer persistence without any rationale on the part of the Management.

5. We once again request you that, the entire policy of mandatory training/examination may be reviewed and a decision may be taken either to withdraw the stipulation in the BSNL Executives Promotion Policy or atleast to suspend the provision till BSNL is able to revert to the earlier class room-mode of mandatory training.

With kind regards,

Yours sincerely,


(Rakesh Sethi)
17/12/12

General Secretary

Copy to:

Shri A. K. Jain,

Sr. General Manager (Pers.),

BSNL Corporate Office,

New Delhi - 110 001