



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

CENTRAL HEAD QUARTERS
73, Laxmibainagar, New Delhi-110023

General Secretary
V.P. ARYA
Mobile : 9868210478

No. AIBSNLOA/CHQ/2008/03

Dated 25.02.2008

To

Shri Kuldeep Goyal,
Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhawan
New Delhi- 110 001.

Sub: Provision of two weeks compulsory training to earn second increment due in the upgraded pay scales - Request to dispense with the condition.

Sir,

It has been prescribed in the time bound promotion scheme circulated vide BSNL No. 400-61/2004 -Pers.I/308 dated 18.01.2007 that the Executives placed in the upgraded scales on their fulfilling the laid down attendant conditions shall have to successfully undergo two weeks training to draw their second increment. The training is in Administration/ Management/ Customer Care and latest development in core competence area.


We find that imparting of this training is costing BSNL heavily both in terms of payment of Traveling Allowance and Daily Allowance to all the Executives numbering nearly 50,000 and also the expenditure involved in engaging the faculty members in Training Centres including other establishment costs to run the training course. Such trainings can be part of the in-service training courses and may be imparted to those who really need the same as per their job requirement. Further those who are on the verge of their retirement hardly need such trainings.

The expenditure on this account will be Crores of rupees. When there is serious concern in Management about the rising expenditure and dip in profit margin of BSNL, the above provision in the time bound promotion scheme which virtually gives no return to the Organization i.e. BSNL, needs to be dispensed with. Moreover, this condition to successfully undergo the training for earning second increment in the scale seems to be similar to the one termed as 'Efficiency Bar' once available in all pay scales and subsequently abolished by the Government.

We shall, therefore, request you to kindly review the scheme in regard to the above provision and get the same abolished. The contents of this training course can be the part of other in-service training courses if need be.

With kind regards,

Yours sincerely,


(V P Arya) 25/12/2008
General Secretary

Copy to:

1. Shri S D Saxena,
Director (Finance),
BSNL Board, New Delhi.

2. Shri Gopal Das,
Director (HRD),
BSNL Board, New Delhi.

3. Shri K C K Pillai
Sr DDG (PF), BSNL,
New Delhi.

4. Shri Shakeel Ahmad,
DDG(SR), BSNL,
New Delhi.