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

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No. AIBSNLEA/CHQ/CMD/2012-13

Dated:20.06.2012

TO

**Shri R.K. Upadhyay
CMD, BSNL
New Delhi-110001**

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

Respected Sir,

We would like to bring to your kind notice that as per Executive Promotion Policy 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.

At 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 very purpose of introduction of Training on getting upgradation in IDA Pay Scale was to train executives in Administration, Management, Customer Care and in latest developments in Core competence area, but **we feel that this can be achieved through refresher courses** also instead of making it compulsory on financial upgradation to executives.

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.

Moreover, there is no such training provision exists in BSNL's non-executive promotion policy as well as no such training provision is envisaged in the BSNL MSRRs on Post based promotions to Group-'A' level executives. Also deputationist officers are getting uninterrupted functional promotions against BSNL's posts without undergone of any training course.

It reflects the mindset of the BSNL Management where the maximum hurdles are created to Group-'B' level executives in their career prospects.

In view of the above, it is requested to you to kindly intervene in the matter so that the training/examination clauses of EPP are immediately withdrawn to save the huge expenditure of BSNL and to provide justice to Group-'B' level executives in BSNL.

With kind regards,

Yours Sincerely
-sd-
(Prahlaad Rai)
General Secretary

Copy to:-

- Shri A.N. Rai, Director(HR/EB), BSNL CO, New Delhi-110001
- Shri Neeraj Verma, GM(Trg.), BSNL CO, New Delhi-110001