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EXECUTIVES' ASSOCIATION
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No. AIBSNLEA/CHQ/CMD/2012-13

Dated:21.12.2012

TO

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

Sub.-: Two weeks of training to executives whose pay is upgraded on every promotion under EPP-request for review.

Ref.: This Office letter even no. dated 20.06.2012.

Respected Sir,

In the above cited reference and subject matter, we would like to bring to your kind notice further that as per Executive Promotion Policy (EPP) 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.

As 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 officers on deputation are getting uninterrupted functional promotions against BSNL's posts without undergone of any training course.

Group-'B' level executives on their each time bound upgradation are compulsorily should undergo the mandatory online training examination even in the age of 55 to 60 years. Some executives, who are not computer friendly are not getting passed online training examination whereas, they have completed 30 to 35 years of service successfully. It is causing lot of humiliation, harassment and social demoralization to these senior executives.

In view of the above, it is therefore requested you to kindly intervene in the matter so that the online mandatory training examination is immediately stopped and till the time decision is taken in this regard, the executives who have completed mandatory training once & having 55 years should be exempted from further mandatory training examinations. Also those who are not computer friendly and could not qualify online training in one attempt may be sent to in-house training course to BSNL's training centers.

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 A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi-110001
- Shri Neeraj Verma, GM(Trg.), BSNL CO, New Delhi-110001