

BHARAT SANCHAR NIGAM LIMITED
(A Government of India Enterprise)
Room No.222, Eastern Court, Janpath, New Delhi.

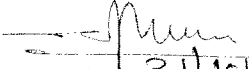
No.22-6/2014-Rectt.

Dated: 31st October 2014

Sub:- Proposal for switching over to On-line Examination in BSNL.

Please find enclosed herewith a Consultation Note alongwith Scope/Response Sheet on a proposal for switching over to On-line Examination in BSNL. The views/feedbacks of the Unions/Associations are solicited on this Consultation Paper and the same may kindly be sent by 14th November 2014 positively.

In this regard GM (Rectt.) desires to hold a preliminary discussion with representatives of recognized Unions and Associations. The meeting will be held on 11th November 2014 at 11.00 A.M. to 12.00 Noon in Conference Hall (Room No. 217), 2nd Floor, Eastern Court, New Delhi. You are requested to kindly make it convenient to attend the above meeting or send your representative for a meaningful discussion.


(O.P. Jat) 31/10/2014

Asstt. General Manager (Rectt.III)

**General Secretary,
BSNLEU/NFTE/AIBSNLEA/SNEA/AIBSNLOA/AIGETOA**

BHARAT SANCHAR NIGAM LIMITED
(Recruitment Branch)

Sub:- Proposal for switching over to On-line Examination in BSNL.

Recruitment Branch is conducting and coordinating the entire direct recruitment/departamental examination process in BSNL either through centralized examination conducted at corporate office level or through decentralized examinations conducted by various recruitment circles.

As of now 26 LDCEs [such as JTO(T) to SDE(T), JAO Departmental, PA to PS, AM to DM ,LDC to UDC in BSNL CO etc] and about 10 Direct Recruitment [such as DR_ JAO, MT (Internal), MT(External), JTO(SRD), AM DR etc] are in the pipe line .

The conventional system of examination which is currently being followed in BSNL is either Descriptive, MCQ-based (OMR scheme) and sometimes followed by Group Discussions/Interview which are often time consuming and cost intensive. In addition, often the examination/recruitment process is hampered by Court cases, RTI queries, etc owing to the absence of a uniform standard in handling few critical aspects like Question Paper setting and its evaluation, etc. And such, no periodicity of holding examinations could be maintained.

The following constraints are being experienced by BSNL in the process of recruitment/examination system in vogue:

- (i) Present system is time consuming and lacks cost effectiveness.
- (ii) No Uniformity in examination procedures (mainly in standards of Question papers, evaluation, etc) when exams are handled by the Recruiting Circles in de-centralised manner.
- (iii) Acute shortage of Eligible officers for setting Question Papers and also for Evaluation.
- (iv) Absence of the latest trends in the examination/recruitment process which ensures higher transparency, like on-line examination (including on-line registration, on-line payment of fees, etc).
- (v) Heavy expenditure on TA of the officers who frequently come to BSNL CO for collection of question papers, OMR Sheets
- (vi) Heavy expenditure and time associated with printing, packaging, despatch of question paper & similar process for evaluation also.

The Recruitment Branch of BSNL CO has been working on optimizing the Examination/Recruitment process in terms of time/cost perspective along with the incorporation of latest trends in the country. Further being the leading service provider of IT infrastructure and services, BSNL should also utilize and showcase the IT services in all its activity including Recruitment Process. Though standards have been prescribed for the entire process, it is observed that sometimes different procedures are being followed by different field units in the decentralized examination process, which often leads to court cases/judicial scrutiny/comparison and thereby attracting untoward litigations, obstacles etc hampering/delaying the timely recruitment

In order to make the field level officers aware of the uniform procedures to be followed and precautions to be taken during the conduct of various examinations so as to avoid/reduce intervention of courts, litigations, etc, Recruitment Branch conducted a one day seminar at BSNL Corporate Office on 26.09.2014. The Examination Co-ordinators of 22 recruiting Circles, the representatives of ITPC Pune, ALTTC Ghaziabad and Cadre

Controlling Authorities viz Pers/Estt/SEA/ Elect. Wing etc. also participated in the seminar. It has been felt, unanimously by all the participants to undertake urgent reform measures in Examination/Recruitment process and to adopt the On-line Examination/Recruitment Process.

The CMD BSNL in his inaugural address in the aforesaid Seminar also stressed on the need to bring in due efficiency in Recruitment/Examination process as well as to optimize on quality of exam, time, and money. Timely and need based recruitment is an essential requirement of any Examination process.

Keeping in mind the above, it is hereby proposed to bring in reforms measures in the existing system of examination/recruitment process in BSNL. Accordingly, the following measures are hereby suggested for modification in the process of Exam/Recruitment.

1. All Examinations either LDCE or Direct Recruitment in BSNL to be shifted to online mode in a phased manner, starting from 01.04.2015.
2. Empanelment of Examination Agency having previous experience in conduct of large-scale online examinations in govt/public sector and ready to undertake examinations simultaneously in all the 27 recruiting circle headquarters or additional centres as per BSNL requirement. Utilization of the present infrastructure of BSNL (ie ALTTC/TTC/RTTCs etc.) as the venue for conducting such exams will also be explored.
3. Bids will be called from such empanelled agencies and the empanelment will be for a period of 2 years w.e.f 01.04.2015.
4. Existing on-line Registration process developed by ITPC, Pune and the Payment Gate way (for collecting application fee online) developed through NTR, New Delhi will be utilized.
5. For setting up of Question Bank it is suggested to incorporate questions atleast at a ratio of 1:20 for departmental examinations and for DR Examinations, the ration will be decided on case to case basis. The existing system/rate of setting individual question papers will be followed, in the initial period. Setting of question banks through empanelled agencies will be resorted to in the subsequent period.
6. Updation of question paper bank or Moderation of question papers will be carried out by an expert committee consisting Departmental Officers, subject wise for each examination.
7. One room , with restricted entry will, be carved out of the available space in the Eastern Court premises (2nd floor) for utilising the same for Question paper Banks with due Security/ surveillance provisions, in due consultation with the Admin Branch CO.
8. A team of 2-3 officers having proficiency in IT will be requisitioned to Pers. Branch, BSNL CO for Technical Management of the On-line exam process.

Shifting the examination/recruitment mechanism to on-line mode is envisaged to overcome all the constraints mentioned earlier. It will have the following advantages over the present system:

- Cost effective, significantly cheaper than the present OMR / conventional system.
- Less time-consuming.
- Centralised question bank will address the problem of shortage of paper setters in Circles .
- Recruiting Circles will be freed from the strenuous jobs viz. paper setting/evaluation/declaration of results, etc.
- Either Nil or much lesser court cases, litigations, etc are expected in the on-line mode, as due standards and uniformity will be maintained during the entire process of examination.

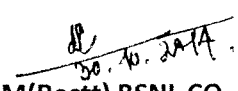
- On-line mode of examination is transparent, reliable and eco-friendly (avoids wastage of papers, OMRs, etc).
- On-line examination is ideally suited to the Persons with Disabilities.
- On-line examination enables comprehensive test of mental, analytical and cognitive abilities of candidates and offers easy storage of results.
- On-line examination has the provision of taking video footage of each activity of the candidate, thereby avoiding any possibility of impersonation.

Accordingly, all examinations may be classified under two distinct types as below:

- Type A: Examinations which are only OMR based (16 LDCE and 10 Direct Recruitment Examinations) which will be shifted to on-line mode.
- Type B: Examinations where one paper is OMR based and another/others are descriptive type/skill-based (10 LDCEs). Here, the OMR-based paper will be shifted to on-line mode and the Descriptive type/Skill-based paper/s will continue as it is. Only the qualified candidates in Paper-I (conducted on-line) will be called for Paper-II/Skill Test)

Both the cases above would call for due approval of the competent authority for the change in the Scheme of Examination only (syllabus, eligibility, etc remain unchanged).

Rectt. Branch also proposes to prepare a SOP* (Standard Operating Procedure) Manual, based on the needs and essentialities under the changed situation. Each and every aspect/process of the on-line examination will be codified to result into a standard and robust practice, operating uniformly over the entire organisation.


GM(Rectt) BSNL CO

30.10.2014

LIST OF EXAMINATIONS NON-EFFECTIVES TO EXECUTIVES

Annexure (B)

Sl. No	Examinations	No. of papers	Eligible Feeder Cadre
1	LDCE for promotion to JTO (I) under 35%	Paper - I (A&B parts)	
2	LDCE for promotion to JTO (I) under 15%	Paper-I (A&B parts)	
3	LDCE for promotion to JTO (C)	Paper-I (obj.), Paper-II (Sub.)	
4	LDCE for promotion to JTO (E)	Paper-I (A&B parts)	
5	LDCE for promotion to JTO (TF)	Paper-I (A&B parts)	
6	JAO Screening Test	Paper-I (Obj.)	
7	LDCE for promotion to JAO under 40% quota	Paper-I & Paper II (A&B parts)	
8	LDCE for promotion to JAO under 10% quota	Paper-I & Paper II (A&B parts)	
9	Separate LDCE for promotion to PA in field units	Paper-I (Obj.), Paper II (Skill Test)	
10	LDCE for promotion to PA in field units	Paper-I (Obj.), Paper II (Skill Test)	
11	LDCE for promotion to Rajbhasha Adhikari	Paper-I (obj.), Paper-II (Sub.)	
12	LDCE for promotion to AM, BSNL CO	Paper-I (obj.), Paper-II (Sub.)	
13	LDCE for promotion to PA, BSNL CO	Paper-I (Obj.), Paper II (Skill Test)	

Note: The term LDCE/LICE (Limited Departmental Competitive Exam/Limited Internal Competitive Exam) would be now onwards termed as "LICE" only in future exam's notification.

LIST OF EXAMINATIONS EXECUTIVES TO EXECUTIVES

Annexure (II)

Sl.No	Examinations	No. of papers	Eligible Feeder Cadre
1	LDCE for promotion to SDE(T)	Paper I & II (Obj.)	
2	LDCE for promotion to SDE (C)	Paper-I&II (Obj.)	
3	LDCE of promotion to SDE (E)	Paper-I & II (Obj.)	
4	LDCE for promotion to SDE (A)	Paper-I & II (Obj.)	
5	LDCE for promotion to AE (A)	Paper - I & II (Obj.)	
6	LDCE for promotion to PS in field units	Paper-I (Obj.), Paper-II (Skill Test)	
7	LDCE for promotion to DM in BSNL CO	Paper-I (Obj.), Paper - II (Subj.)	
8	LDCE for promotion to PS, BSNL Co.	Paper-I (Obj.), Paper-II (Skill Test)	

LIST OF EXAMINATIONS WITHIN Non-Executive Cadre

Annexure (III)

Sl.No.	Examinations	No. of papers/Sections	Eligible Feeder Cadre
1	LICE for promotion to the grade of TTA under 40% quota	1 - Section-I (Electricals, Electronics & Comm.) (Obj), Section-II Departt. Practices (Obj)	
2	LICE for promotion to the grade of TM in field units	1- Section-I-Mathematics, Section - II General Science, Section-III Departt. Practices	
3	LICE for promotion Jr. Hindi Translator	2 Paper - I -Section-I- General Hindi, Section-II- General English (Obj), Paper - II- Translation (Subjective)	
4	LICE for promotion to the grade of LDC to UDC in BSNL CO 50% quota	1 - Section-I-General Awareness, Section-II-General English, Section-III Computer Fundamentals, Section - IV-Service Rules. (Objective),	
5	LICE for promotion of Group 'D' to the grade of LDC 50% quota	1 -Section-I-General Awareness, Section-II General English, Section-III General Hindi, Section-IV Arithmetic(Objective)	

LIST OF EXAMINATIONS FOR DIRECT RECRUITMENT

Sl.No.	Examination	No. of papers	Eligibility Criteria
1	DR DGM		
2	Management Trainee		
3	Junior Telecom Officer (T)		
4	Junior Telecom Officer (Civil)		
5	Junior Telecom Officer (Electrical)		
6	Junior Accounts Officer		
7	Assistant Manager in BSNL CO		
8	Telecom Technical Assistant		
9	SRD for TTA DR		
10	SRD for JTOs DR		

Scope of Consultation with Associations/Unions:

Sl No.	Issue	Proposal of the Rectt. Branch	Views/Opinion of Association/Unions
1.	Number/types of Examinations to be shifted to on-line mode wef 01.04.2015. (Kindly refer to Annex I to IV, examinations categorised on the basis of Cadres).	All exams listed under Annex I to IV be shifted to on-line mode wef 01.04.2015, with the following exception: ▪ SI no. 2 & 5 in Annex-III to continue as per existing practice. That is, examinations where the examinees belong to Gr D (below Gr C), will continue unchanged.	
2.	Examination Fee for Deptl Candidates for lessening the burden on the Exchequer.	A nominal fee of Rs 300/- for non-executives and Rs. 500/- for executives only is proposed per candidate per exam.	
3.	Clubbing Few LDCE Exams on a single date.	Proposes to club as per number of candidates and suitability to get a viable techno-commercial proposal.	
4.	Restriction in the number of attempts in appearing LDCE examination.	Proposes to restrict to maximum 4 attempts, by a candidate for any specific examination.	
5.	Restriction in age limit for appearing in LDCEs.	Proposes at 50/55 Years (OC/SC-ST)	
6.	Fixation of a time limit for joining after being promoted, otherwise it is getting increasingly difficult to calculate vacancy in time and thereby delaying the examination schedule.	Proposes to fix at 2 months, else promotion will be treated as cancelled.	

Encl: Annex I to IV (4 Pages).

(Name, signature of the Representative Association/Unions)

Date: