



राष्ट्र हित

विभाग हित

अधिकारी हित

# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2023-24 / 15

Dated 09.06.2023

To,

Shri Arvind Vadenrkar Ji

Director HR

BSNL Board

Janpath, New Delhi

**Sub: Non-availability of sufficient training resources to cater to the requirement of executives for undergoing upgradation trainings – our request to increase the Number of batches for timely conduction of Financial up gradation trainings/Exams.**

Respected Sir,

As your good self is well aware the executives in BSNL has to undergo for one week training and after that an Exam to get the financial up gradation confirm in different pay scales (E2-E6). These trainings/Exams has to be completed by the concern officer within two years of the order issued for the financial up gradation in the next pay scales. The training schedules are being made on quarterly basis and accordingly executives have to apply the same on the portal.

**For last few quarters, many executives have not been able to apply on the BSNL training portal (Training.bsnl.co.in) due to limited seats available. Surprisingly, the seats are getting filled up as soon as the window is getting open.** The scenario is similar to what used to be on the IRCTC portal for Tatkal Tickets. It is very clear that due to Limited resources and more number of aspirants, the training centers are not able to make up the demand.

The current scenario proves our earlier apprehension as correct, **where we have opposed closing of major training centers citing similar reasons and instead suggested them to be converted into profit making centers by offering the quality courses to open market. At the same time they would have catered to the in house training requirements of BSNL also.** Hence, we take this opportunity to once again request management to re-open the RTTCs and convert the same into profit making centers. Our executives have sufficient potential to handle such trainings and will definitely make BSNL to earn crores of profit from the training centers also.

Recently, training of a batch was also cancelled in last hours due to administrative reasons. Without worrying for the losses of executives not only in terms of delay in training but also

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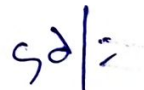
in terms of financial losses arising out of flight/train ticket cancellations, the pre-scheduled trainings were cancelled in the last minute by the training authorities. **This is really unfortunate that BSNL preferred to discriminate between its own set of executives and gave preferential treatment to one new training course ignoring the already pre-scheduled trainings. We strongly oppose this preferential treatment to any group at the cost of other executives.** Further, the Executives who already scheduled themselves for the training and in case of any eventuality, **if they are unable to complete their training in 2 years, the onus of all such cases shall be on BSNL administration and the candidates must not be penalized for the same.**

Further, the scenario of not having adequate seats in BSNL training centers will result into executives incurring financial losses if they are not able to complete the trainings in stipulated time of two years post issuance of their up gradation orders. Hence, we suggest to streamline the training. **Number of participants as well as batches may be increased to avoid the inconvenience being faced by the participants and last minute cancellation should be strictly avoided.** Under any circumstances, interest of the executives should not suffer due to constraint on the part of management. Hence the preventive actions must be taken suitably to address the issue of financial losses being incurred by executives on account of non-availability of the slots for training.

We also would like to submit that after much time, physical training for the executives have started which gives executives a break from the monotonicity of the routine performance of day to day responsibilities in office. **Hence while addressing the issue, the thought of discontinuing the physical trainings must be avoided in the interest of employees as well as organization and instead focus should be on increasing the resources.**

We sincerely hope that your good-office will take necessary steps to address the issue in most suitable manner.

With Warm Regards



Ravi Shil Verma  
General Secretary

Copy to:

1. Shri P K Purwar Ji, CMD BSNL for kind information please.
2. Smt Anita Johri, PGM (SR) for kind information please.
3. Smt Shamita Luthra , GM (Trg) for kind information and n/a please.