

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS
Comprising of
(AIBSNLEA and AIGETOA)
CHQ New Delhi - 110001

No. UF/CMD/2014

Dated the 12th November 2014

To,

Shri Dev Kumar Chakravorthy,
GM (Recruitment),
BSNL Corporate Office,
New Delhi – 110001

Subject: Proposal for switching over to on-line examination in BSNL-
Feedback/suggestion of association.

Reference: Your office letter vides No. 22-6/2014-Rectt. Dated 31st Oct-14

Respected Sir,

On the subject and reference cited above, the views/feedback/suggestions of the United Forum are as under-

1. Regarding switching over to on-line examination

Although, some problems have been experienced in various online examination being conducted in the country but still it is much better than the conventional examination. It is presented that cost involvement in on-line examination is much lower than conventional method of examination but we at United Forum feels that Grooming and promoting employees to assume higher responsibility is need and investment for the company rather the expenditure **hence we are in view that it is highly required to switch over to online examination in BSNL as early as possible for smooth and regular promotion of employees even though cost involvement is more.** As BSNL is certainly not the first in the country to introduce this mode of examination, we may collect the problems being experienced and rectify them before introducing online examination in BSNL.

2. Regarding restriction of number of examination in BSNL

It is conveyed that BSNL is right now conducting total 36 examinations (Departmental as well as Direct Recruitment) which forced us to feel that we are working in educational institute/Universities rather in service sector in competitive market. Most of the examinations were introduced in the period of DOT regime. Before shifting to online examination, it is highly required to examine the relevancy of these examinations in the current scenario so that number of examinations is restricted to bare minimum. We have the following views in this regard.

Contd. 2

- I. There is no relevancy of direct recruitment of fresh candidates in executive's cadre at two different entry levels i.e. JTO/JAO and MT. There must be only one entry level for fresh candidates that too through the GATE score card like other leading CPSEs in the country and groom/promote them in a time bound manner based on performance and bench mark. **There is absolutely no relevancy of promotion through competitive examinations within executive cadre** rather it must be based on individual performance measurement system (IPMS). This will not only force to improve the performance of the executives but also avoid hectic job involved in recruitment process.
- II. As mentioned above there is no relevancy of promotion through competitive examinations within executives and within non-executives hence there must be only one departmental examination i.e. for promotion from non-executive to executive cadre and same must be conducted on-line.

From the suggestion mentioned above at S. No. 2, BSNL can restrict total number of examination from 36 to following 3 and can save lot of money, man power and time without compromising the interest of the company as well as employees

1. **Direct Recruitment of fresh candidates in executive cadre at single entry level** - through GATE score card.
 2. **Direct Recruitment in non-executive cadre at single entry level**- through on-line open competition involving external agencies.
 3. **Limited Departmental Competitive Examination for promotion from non-executive to executive cadre** - through on-line involving internal resources.
3. Regarding examination fee for departmental candidates for lessening the burden on exchequer:

As promotion and training of the employees are need and investment for the company there is no logic for imposing examination fee for departmental candidates rather provision must be made to pay the TA/DA for the candidates appearing in the examination outstation.

4. Clubbing of few LDCEs on single date:

We are in view that yearly examination calendar must be prepared and LDCEs from non-executives to executives in different streams may be clubbed together.

5. **Restriction in number of attempt and age for appearing in the LDCEs:**


Age may be restricted to maximum 55 years but there is no reason and logic to restrict the number of attempt.


6. **Fixation of time limit of two months for joining after being promoted:**

We have no contradiction on the view however; it is felt that it may be enhanced to three months subjected that posting of all the qualified candidate be done on counseling approach as most of the time is consumed in disposal of the representations against the posting.

Thanking you,

Yours faithfully

for 
(R.P. Shahu)
General Secretary
AIGETOA


(Prahlad Rai)
General Secretary
AIBSNLEA