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# 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

President

**G Veerabhadra Rao**

9440648648

General Secretary

**Ravi Shil Verma**

8373967633

Finance Secretary

**Badri Kumar Mehta**

9868183579

All communication at E-mail - "chqaigetoa@gmail.com" only

**GS/AIGETOA/ 2023-24/57**

**Dated 14.08.2023**

To,  
**Shri Arvind Vadnerakr Ji**  
**Director (HR)**  
**BSNL Board**  
**New Delhi**

Subject: Discrimination in Training Opportunities for Executives amongst different grades & streams- Regarding

Respected Sir,

I am writing to express a matter of great concern that has been brought to my attention by several highly talented and dedicated executives within our organization. **The purpose of this communication is to address the perceived discrimination in the allocation of training opportunities for our executives, particularly in the area of management training.**

While we deeply appreciate the steps taken by the management to enhance the skills and competencies of our esteemed team members, we have noticed a disheartening disparity in the distribution of training opportunities. It has come to our attention that certain executives at the level of BA Head (GM, Sr GM, PGM level officers) are being privileged with management training programs conducted by prestigious institutions such as IIMs and other Free trainings sponsored by DPE/DEA, GoI. Similarly, the Training Program for Management trainees also earmarks for four-week training programs from IIM-level institutes.

Moreover, a recent incident involving the scheduling of the Induction Training Orientation Batch at ALTTC has exacerbated concerns regarding equitable treatment. The abrupt cancellation of already scheduled EPP Batches (E4-E5) - comprising over 60 nominated SDE/AGM level executives - has left these employees and other existing employees in JTO/SDE/AGM cadre in a state of shock and despair due to this special treatment to their counterparts.

We fully acknowledge the significance of providing comprehensive and advanced training to our top-tier executives. **However, the perceived exclusion of other highly skilled and high-performing executives in the ranks of JTO, JAO, SDE, AO, AGM, and DGM, have created a sense of injustice, disheartenment, and disillusionment among a large group of highly talented and high-performing executives, who**

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Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

**have amassed a varied and rich experience in the executive cadre.** These individuals have consistently demonstrated exceptional dedication, remarkable performance, and substantial contributions to the organization over the years.

It is our sincere belief that nurturing talent at all levels within the organization is essential for sustained growth and success. We understand that training opportunities at esteemed institutions such as IIMs are invaluable, not only in terms of skill development but also for boosting morale and fostering a sense of belonging and equity among employees.

It is imperative that we foster a culture of fairness, equality, and transparency, particularly in matters as crucial as training and career development. In the spirit of promoting fairness and equal opportunity, we urge the management to:

- **Reevaluate the training allocation process and ensure that deserving executives across various tiers of the organization are given equal access to management training programs, including those conducted by prestigious institutions like IIMs.**
- **Implement a transparent and merit-based selection process for nominating executives for specialized training programs, considering their performance, potential, and contributions to the organization.**
- **Provide a clear roadmap for career development, including training and skill enhancement opportunities, for all executives, regardless of their current role or level.**

We believe that by adopting these measures, the organization will reaffirm its commitment to treating all employees with respect, fairness, and dignity. It is our firm belief that a well-structured and inclusive approach to training and development will not only mitigate the perceived discrimination but also contribute to the growth and success of individual employees and to the overall prosperity of the organization.

Thank you for your attention to this important matter. We look forward to a positive resolution that upholds the principles of equality and supports the professional growth of all our dedicated executives.

With Regards

Sd/-

Ravi Shil Verma  
General Secretary, AIGETOA

Copy to:

1. Shri Pravin Kumar Purwar Ji, CMD BSNL for kind information and intervention please.
2. Smt Shamita Sachdeva, GM (Rect & Training), BSNL CO for information and n/a please.