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# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

( A Recognised Association of BSNL Executives )

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2024-25 / 22

Dated 18.06.2024

To,  
**Shri P K Purwar Ji,**  
**Chairman & Managing Director,**  
**BSNL Board, New Delhi.**

**Subject: Request to Review the structure of Upgradation Training and Exam - Suggestions Reg.**

Respected Sir,

We would like to draw your kind attention towards the issues being faced by executives related to Upgradation Training and Exam.

In the EPP which is adopted in BSNL, executives are supposed to pass the online examination within two years after receiving pay scale up gradation. After getting the upgradation orders, every executive wants to clear the upgradation exam at the earliest possible. But, at present a large number of executives are waiting for appearing in the exam. This large pendency is due to limited seats at ALTTC and other training centers. Time slots are being booked and get full on the opening day itself. Some initial days are reserved for those candidates whose 2 years are going to complete. In this process, other executives are asked to wait for 10 days. After 10 days, time slots are shown as full. So, a large number of executives could not get time slots for appearing in exam.

In this regard, we would like to put forward some suggestions-

1. At present the said online examinations are conducted on 5<sup>th</sup> day after a 4 days classroom training. So, a total of 5 days are being reserved for 1 batch. In our earlier pattern, there was a single day exam without any classroom training. This was a faster process. **Training in online mode can be given as an optional mechanism so as to accommodate the maximum possible number of executives including those who do not get the slot for offline trainings.**
2. As your good self are aware that the Mandatory Training under 'Executive Promotion Policy' was shifted from Conventional Class Room mode to facilitate each and every executives to have offline trainings. Course Content was revised after Post-Covid period. Revised course contents are also available online in Digital Library on BSNL Intranet and CTMS (Text and PowerPoint). The dissemination of learning has been primarily made in e-learning mode and online. **We are of the opinion that sufficient support system in this e-learning mechanism has been in-built in this initiative. So, Classroom training can be made optional. The willing executives can study on their own using e-learning resources and appear in single day exam as was happening earlier.** In this process of single day exam, nearly 30-45 executives can appear in exam on any one day and within 2 months, entire pendency can be cleared. This will also save lakhs of rupees of TA/DA which will be a saving for BSNL.

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3. Also, recently hostel accommodation has become a problem in ALTTC due to refusal of hostel allotment by NITPRIT authorities. With this Single day Exam, this problem will be reduced to a larger extent.
4. In some cases due to administrative reasons upgradation orders are issued 8-12 months later than due date. Such executives gets lesser time for clearing the exam because their 2<sup>nd</sup> increment date falls before 2 year from order date. So, With Single day Exam patters, such executives can appear in the exam at the earliest.
5. Further we consider it paramount to mention that **the training vertical in BSNL must be revamped with a target to make it a profit earning initiative for BSNL.** The various telecom centers at all the circles were discontinued in order to monetize the assets. However, it is a fact that the asset monetization could never take its desired pace. **It will be a better preposition to revamp all such training centers and offer market oriented Telecom, Finance, Civil, Electrical and Architectural training courses for general public at large. The training courses by BSNL is in huge demand owing to the vastness of knowledge it provides and will give huge benefits in terms of revenue to BSNL if we reorganize all these Telecom training Centers as business vertical.**

We sincerely hope and believe that our suggestions as stated above will be taken in right earnest by management and the same shall be given due weightage and consideration both in the interest of BSNL as well as its executives.

With Regards,

**Sd/-**  
**[Ravi Shil Verma]**  
**General Secretary**

**Copy to:**

- 1] **Shri Kalyan Sagar Nippani Ji, Director (HR), BSNL Board for kind information and consideration of the requests as stated above.**
- 2] **Smt Anita Johri Ji, PGM (SR), BSNL CO, New Delhi.**
- 3] **Shri Dinesh Mahur Ji, PGM (Training), BSNL CO, New Delhi.**