



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION (INDIA)**  
**CALCUTTA TELEPHONES CIRCLE**

ROOM NO.14B (1<sup>st</sup> Floor), Raniganj Coal House, 3A, Chowringhee Place,

Kolkata-700 013, Phone: 2228-8955,2228-3434

Ref. No.CTC/EPP Upgradation Trg /2014-2015/03

Dated: -21-09-2015

To,  
Shri Amit Bhattacharya,  
CGM/CTD,  
34, B B D Bag,  
Kolkata-700001

Sub-: Upgradation (physical) Training under EPP-  
request for immediate reintroduction.

Sir,

We are shocked to learn that the entitlement to upgradation training in CTD under EPP has been suddenly withdrawn without any reasons or rhymes assigned. We are also unable to fathom the rational- as to why the convenience made available to executives since 03/09/2012( Vide order stands revoked/ceased, that too when the same was introduced after several representations from service associations and meetings held with the then administration before finalizing on the issue. **The then competent authority had gone into all aspects of rules, interest of service to be served and financial implications before extending the benefit to the executives. What warranted the administration a blind eye to merit and prudence on which it was introduced remains baffling and untenable too. It was indeed made beside corporate office rule but in conflict to it.**

**A brief of the events that led to introduction of physical training in CTD- With the introduction of EPP On 18/01/2007, the clause for mandatory training was introduced. Since then, executives all across BSNL would undergo training at various training centres eligible to impart such curriculum. Over the years, when BSNL slid in profitability, there was a frantic effort to cut on expenditure in which both unions/associations also cooperated actively. It would not have been tough for the management to switchover to e-mode training without the support of service associations. It was on - the classroom training ceased to function.**

The basic objective was to reduce expenditure on TA/DA and papers/prints involved for distribution of training materials. **It may please be noted that the essence of training was never refuted by the management.** It was financial constraint on which an agreeable solution was arrived at to start off with online exam.

Every new system has its teething problems to overcome. The executives of various age groups were facing practical problems in understanding the subject and utterly felt for physical training. It's not about merely qualifying the online exam but to see things in practical perspective and keeping abreast with latest technology and provide confidence to work in new areas/business.

It was here, when the issue was raised with CTD administration and the order got issued with riders, **like no TA/DA shall be paid, no hostel charge to be reimbursed, etc.**

A question often arises of the difficulty to release more than one executive at a time from a unit. It is rather a pretext made out than what reality speaks. Executives get entitled to EPP after every five years and are to qualify the online exam within two years from the date of issue of his/her upgradation order. Two years is a pretty long time and rarely do multiple executives belonging to the same unit become eligible simultaneously. In the event it happens, it could very well depend upon the respective controlling officers' discretion to stagger their release keeping in view the interest of service

**The training definitely, in true sense, contribute substantially to upgrade oneself besides uplifting of mental faculty in dealing with office works. And it was the then CTD management's studied decision to extend the benefit without trampling or infringing the orders from corporate office in this regard. It fulfilled the crux of requirement without breaking the fundamentals.**

In the light of above and without undermining the consideration/decision of the then administration, it is highly proposed to reintroduce the upgradation training for benefit of all. The irony of fact is- last two weeks back, WBTC/ETR by citing the order of CTD, introduced the training for their respective executives while executives of CTD remains shocked and deprived as a mute bystander.

It has come to our knowledge that some individuals with parochial consideration had covertly raked up the issue to derail the process and perhaps to deprive a few. It is also learnt; the order dated 18/02/2013 envisaging training for executives who are 55 years and above was cited by a section not relevant to working on the issue. **Our appeal-- since hundreds of executives drew training based on the order and without impacting on productivity, the CTD management in its independent discretion can continue with the order by rising above unfounded apprehension of violating corporate office order.**

With regards

Dilip Saha  
(Circle Secretary)



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Sub-: Upgradation (physical) Training under EPP-  
request for immediate reintroduction/ continuance.

Sir,

We are dissappointed to learn that the entitlement to upgradation training in CTD under EPP (order no- **DGA/MISC/2011-2012/VO;-II/84 dt 03/09/2012 issued by DGM/HR/CTD**) has been suddenly discontinued without any kind of intimation/discussion in this regard. We are also unable to fathom the rational- as to why the convenience made available to executives **since 03/09/2012 is reportedly being discontinued** when the same was introduced after several representations from service associations and meetings held with the then administration before finalizing on the issue. **The then competent authority had gone into all aspects of rules, interest of service to be served and financial implications before extending the benefit to the executives. What prompted CTD administration to undo the merit and prudence on which it was introduced remains incomprehensive.**

It has reportedly come to our knowledge that some individuals unable to attend the training due to reasons official and or personal had covertly raked up the issue to derail the process and perhaps to deprive a few who had already registered for the training. It is also reportedly learnt; the order dated 18/02/2013 from Cor Office, envisaging training for executives who are 55 years and above was cited by a section not meant in dealing or attaching or endorsing such order on the issue. We are unable to understand as to why the order that remained functional since its issuance i.e for last four years is being considered ineffectual with reference to order dt 18/02/2013 issued by Cor Office and the section that might have referred the order hadn't done so since then? We categorically believe that order of CTD administration dated 03/09/2012 enabling the executives to undergo training with no TA/DA, no reimbursement etc **certainly stands beside Corporate Office order but not in conflict to it.**



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Dated:-16-09-2015

**A brief of the events that led to introduction of physical training in CTD-**

With the introduction of **EPP On 18/01/2007**, the clause for mandatory training was introduced. Since then, executives all across BSNL would undergo training at various training centres eligible to impart such curriculum. Over the years, when BSNL slid in profitability, there was a frantic effort to cut on expenditure in which both unions/associations also cooperated actively. **It would not have been tough for the management to switchover to e-mode training without the support of service associations. It was on - the classroom training ceased to function.**

The basic objective was to reduce expenditure on TA/DA and papers/prints involved for distribution of training materials. **It may please be noted that the essence of training was never refuted by the management.** It was financial constraint on which an agreeable solution was arrived at to start off with online exam.

Every new system has its teething problems to overcome. The executives of various age groups were facing practical problems in understanding the subject and utterly felt for physical training. It's not about merely qualifying the online exam but to see things in practical perspective and keeping abreast with latest technology and provide confidence to work in new areas/business.

**It was here, when the issue was raised with CTD administration and the order got issued with riders, like no TA/DA shall be paid, no hostel charge to be reimbursed, etc.**

A question often arises of the difficulty to release more than one executive at a time from a unit. It is rather a pretext made out than what reality speaks. Executives get entitled to EPP after every five years and are to qualify the online exam within two years from the date of issue of his/her upgradation order.



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Two years is a pretty long time and rarely do multiple executives belonging to the same unit become eligible simultaneously. In the event it happens, it could very well depend upon the respective controlling officers' discretion to stagger their release keeping in view the interest of service

**The training definitely contributes substantially to upgrade oneself besides uplifting of mental faculty in dealing with office works. And it was the then CTD management's studied decision to extend the benefit without trampling or infringing the orders from corporate office in this regard. It fulfilled the crux of requirement without breaking the fundamentals.**

In the light of above and without undermining the consideration/decision of the then administration, it is highly proposed to continue the upgradation training for benefit of all. The irony of fact is- last two weeks back, WBTC/ETR by citing the order of CTD, introduced the training for their respective executives while executives of CTD remains shocked and deprived as a mute bystander.

**Our appeal-- since hundreds of executives drew training based on the order and without impacting on productivity, the CTD management in its independent discretion may continue with the order since it is not in conflict to corporate office order.**

With regards

Dilip Saha  
(Circle Secretary)



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Ref. No.CTC/Longest Stayee/SDE/2014-2015/03

Dated: -21-09-2015

To,  
Shri Amit Bhattacharya,  
CGM/CTD,  
34, B B D Bag,  
Kolkata-700001

Sub:- Incorrect longest stayee list in respect of SDEs-reg  
Request for immediate intervention for necessary correction  
and put on hold its operation at Cor Office.

Ref:- SAT-GO/Station Seniority/2014-15/23 dt 21<sup>st</sup> Sept 2015

Sir,

Your kind attention is drawn to the gross incorrectness in the list of longest stayees in respect of SDEs under reference. We have been repeatedly reminding at various levels of the concerned section to exercise caution and ensure correctness while finalizing the list. But unfortunately, even after several reminders, our apprehensions on incorrect computation in making the list turned out to be true. The incorrect list sent, if operated upon by Corporate Office would lead to unjust transfer and subject the executives affected to unnecessary hassle and tension to get their orders modified.

The Corporate Office/Personnel Section had asked for "total continuous stay in circle territory **present station** (considering stay in both territorial and non-territorial circles) starting from JTO/JE grade" **in one of its column in the format provided**. The information asked for is unambiguous and leaves no room for any other kind of interpretation. We understand **the criteria for continuous stay at a station (and not circle)** from the grade of JTO/JE should have been taken for the purpose of computing longest stayee list. Instead, the list under reference had taken into consideration **the stay in entire territorial circle for computing stay at "present station"**.



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. **To put it in a more lucid way**—an executive, irrespective of territorial circle he/she belongs to, but working at a particular station (say Kolkata) continuously in various assignments, including in both territorial and non-territorial circles ( viz-WBTC, CTD/ETR/ETP/ITPC/Inspection circle /NGN but continued to be posted in Kolkata) should have been the sole criteria for computing the longest stayee list at 'present station'. But, herein we observe, executives who are at present posted in Kolkata but was posted in various SSAs in WBTC/ETR etc before joining in Kolkata,--**the stay in the entire circle in respect of these executives have been taken as stay in Kolkata**. These executives are unlike the ones who stayed in Kolkata irrespective of transfer from territorial to non-territorial circles vice versa.

Herein, it may please be reminded that CTD had sought for clarifications from Cor Office on criteria for fixing territorial circle longest stayee list and **not for stay at present station**. The grievances in this respect was- an executive working in CTD and who was posted in North Bengal/South Bengal was considered as longest stayee based on criteria of continuous stay in territorial circle compared to the one whose stay in Kolkata was more but never had postings in other station. In other words, stays outside the territorial jurisdiction of Calcutta telephones should not have been considered for computing longest stayee list of CTD. We did support the clarification sought for and that the same has nothing to do with fixing longest stays at **present station** mentioned in the aforesaid para. Case of Ashok Kundu DE/HCU is an apt example. The executive concerned has already represented in this regard.

Since the information sought in respect of continuous stay at present station from the grade of JTO/JE is unambiguous, **we would fervently appeal for immediate intervention for necessary correction and put a word with Corporate Office to withhold its operation till its correction. Or otherwise, unjust transfer orders would get issued putting the affected executives to untold hassle and harassment.**

With Regards

Copy to- GM/HR & Admin

Dilip Saha  
(Circle Secretary)