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Dated: 25/07/2012

To:

All Heads of Circles/Units, BSNL

Sub: - **Mandatory Training in e-mode under Executive Promotion Policy-
Status/Review.**

1.0 As you are aware, Mandatory Training under 'Executive Promotion Policy' was shifted from the conventional class room mode to e-mode w.e.f. April, 2011. Based on the report from CTMS, following is the summary of officers appeared/passed in online upgradation exam held during the period 01.04.2011-31.03.2012.

Stream	Appeared(Both Papers)*	Passed (Both Papers)*	Result
E1-E2	2431	2179	90%
E2-E3	1591	1449	91%
E3-E4	2803	2639	94%
E4-E5	397	310	78%
E5-E6	106	99	94%
Total	7328	6676	91%

**However, the number of candidates appeared as well as passed in an individual paper i.e. either paper 1 or paper 2 is slightly on higher side where avg. result is above 94%.*

2.0 The officers as numbered above, have followed the system of self registration, choosing slots for their examination, giving feedback, self study, etc. making the exercise truly path breaking and fitting into the operational exigencies of the organization. **The field units, training centres and the participating officers deserve due credit and appreciation for the same.**

3.0 However, as happens in any new initiative, there have been some complaints of insufficient study support to the officers under the scheme. Though the pass percentage of above 90% in most of the levels present different picture, we find it worthwhile to re-state some of existing instruction in the matter.

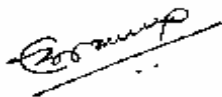
4.0 The detailed scheme/instructions dated 11/02/2011 and 05/05/2011 of on-line examination/ study for web based study for EPP are available for reference at BSNL Intranet under DIR(HR)—Training. **All the administrative field units are requested to go through these again to fill the gaps if found in their respective delivery processes. Some of the key points are re-iterated for focused implementation:-**

- Soft copy of the appropriate study material may be provided to the officers at the time of their financial upgradation.
- Study material in soft copy is the logical choice now a days, as this being cost effective and user friendly. It will give the executives enough time to prepare for the on-line learning/ examination.

- Training Centers have been made responsible for supply of Master Copy of the study material for various Streams/Levels. The copy-CDs should be done & provided by respective administrative units to the upgraded officers.
- Further, course contents are also available online in Digital Library on BSNL Intranet and CTMS (Text, PowerPoint and Webinar].
- The dissemination of learning has been primarily made in e-learning mode and online. Incase of any query/doubt, Subject Matter Experts (SMEs) have been identified and a list having contact details etc. has been placed at CTMS site at training.bsnl.co.in for the convenience of officers.
- The respective training centres under which our field units are associated are the nodal points for any assistance/support in this regard. Officers should be encouraged to contact these training centres for any support / help.
- In case there are some shortcomings in the availability of due expertise at any of the training centres, the same can be supplemented by other training centres in consultation with ALTTC, Ghaziabad / BRBRAITT, Jabalpur
- Officers have already been allowed to clear the on-line examination in maximum three attempts. They can also part clear the papers i.e. if one paper is cleared; they have to appear next time only in the remaining paper.

5.0 We are of the opinion that sufficient support system in this e-learning mechanism has been in-built in this initiative. Making it properly delivered needs participation and support in a team spirit from all the stakeholders.

We would be grateful for positive suggestions if any from our field units in this regard.



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GM (Trg/Admn)

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- Sr. GM(Pers), BSNL C.O.
- CGMs ALTTC/BRBRAITT/ NATFM
- Principal ARTTC/RTTCs/RGM TTC

- General Secretaries of the Associations.

Copy for kind information to:

- CMD, BSNL
- All functional Directors, BSNL Board