



NATIONAL TELECOM EXECUTIVES' ASSOCIATION (NTEA)

(An Association of Telecom Executives in BSNL/MTNL)

Reg.No.:NGP/4994 (Under Trade Union Act, 1926)

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No. NTEA / CHQ /HRD/2010-11/ 03

Dated, 23rd July 2010

To

**The Director (HRD),
BSNL, Bharat Sanchar Bhavan,
New Delhi – 110001.**

Dear Sir,

Sub: Scrapping of LDCE TES Group "B" exam and granting of functional promotion as SDE-reg.

The earlier concept of LDCE TES Group "B" exam was introduced/practiced in the DOT to uplift the circle screened cadre to All India cadre. The same ideology was still followed after becoming BSNL and recruiting engineering graduates on All India basis. It is ridiculous to call All India recruited graduate engineers as circle cadre executives. Such a kind of peculiar practice is only adopted by BSNL management to cleverly suite to the earlier DOT rules.

We, NTEA demand the scrapping of LDCE TES Group "B" exam on the following grounds.

- In high technology areas, there is no different work nature among the executives.viz. JTOs, SDEs. The success on LDCE won't bring change in work culture between JTO and SDE except the tag of "SDE".
- This LDCE exam consists of technical papers. The same technical syllabi even along with management/administrative subjects were already covered in the induction of process of JTO itself.
- Many of executives are posted in Customer Service Centres (CSCs), Project Udaan, Dosti, Vijay, EB-I, EB-II, Marketing, Business Development, etc. The executives posted in the above section are at disadvantageous position as above TES Group "B" only talks about the technical subjects. The above exam is not reflecting the true spirit of "**Restructured BSNL**".

- The same LDCE syllabi were once again detailed in the E1-E2 time bound upgradation course. The proposed LDCE TES Group "B" is nothing but the executives are refreshing their knowledge on third time, on the same subjects, only for sake of realigning their seniority in the name of All India cadre.
- Moreover, the above LDCE exam is not conducted every year. Due to this every year vacancies are not filled on that year itself. The carrying over of vacancies will lead to various court cases.
- **By scrapping the above exam, there won't be any financial burden to the company and also management can avoid further court cases.**

The above LDCE TES Group "B" exam aims to prepare every one as subject masters. Such kind of closed book exams, we are sorry to say will not bring laurels to the company. It is to be noted that JAOs won't have such kind of examination for their next promotion/higher cadre.

I request the BSNL management to give a thrust on performance rather than closed book exams. In the light of the above points, We, NTEA demand the BSNL management to scrap the TES Group "B" LDCE exam and to grant the functional promotion as SDE after fulfilling the Time Bound Promotion Criteria.

With Warm Regards,



Sincerely Yours,

(THIPPESH Y.B)