



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

All Communications  
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,  
Director HR BSNL Board,  
3<sup>rd</sup> Floor, Bharat Sanchar Bhavan,  
Janpath, New Delhi 110001

**Letter No. SNEA CHQ/2022-2025/SR**

**Dated 12<sup>th</sup> February 2024.**

**Sub: Request for waiver of the Examination Fee applied for different LICEs being conducted by BSNL to meet requirement of professionalism in the organisation.**

**Respected Sir,**

We are writing to bring to your kind attention an important matter concerning the fees applied to internal competitive exams within BSNL and mass unrest among the executives in BSNL.

Sir, you may be aware that there is overall unrest among BSNL Executives against Stand of Management to introduce Competitive examination for every promotion in all wings and cadres. We have been continuously requesting for fulfilling vacant posts as on 01/01/2023 by diverting LICE posts to SCF quota and the same has been unheard by the management. There is no single organisation in Government where competitive examinations are being conducted at AGM and above level and BSNL also was not conducting it till introduction of MSRRs 2023.

As issues are unheard by management, under compulsions created, now Executives are appearing for LICEs and responding to pressure created by the management to meet the expected meritocracy.

But we will like to put on record about the discrimination applied by BSNL application of Fees for conduction of LICEs. It is seen that for Internal Competitive Examination fees of Rs 1000 is applied and our executives are compelled to first appear for LICE and then they are compelled to pay Fees for such LICEs being conducted against mass unrest and unwillingness among executives.

We are trying to convince opinion of BSNL Management that internal competitive exams play a crucial role in fostering professional development and career progression and such exams serve as a platform for employees to showcase their skills, knowledge, and capabilities, thereby contributing to the overall growth and efficiency of the organization and same seems to be accepted by some percentage of Executives who have responded by submission LICE applications.

But we are unable to convince the executives regarding Exam fees applied on individual executives for meeting the professional requirements/needs of the organisation @ Rs 1000 per candidate. It is unfortunate that Rs 500 being charged for Executives appearing under SC/ST and PwBD Category which are recognised as a deprived category by Government and by every sector and BSNL is not recognising it is not a good sign for desired social justice.

Sir, you are aware that already BSNL executives are facing heavy financial losses as in Year 2024, they are working on Pay scales approved in 2007. Thousands of Executives even do not have seen their first PRC in their service of about 15 years and many of them are facing pay loss of Rs 15000 per month. Apart from this some of executives as of now and about all executives during Corona period and after VRS situation have paid from pocket for running BSNL services and such devoted workforce is compelled to pay fees for Internal Competitive examination for professional requirement of organisation is not good and this decision is demotivating and discouraging the executives in BSNL for appearing LICEs.

Further it may be please seen that for LICE for just 215 posts of SDEs about 9000 JTOs are eligible and the probability of their selection as SDE is just 2.4 %. Means executives may get promoted or may not but BSNL will get Rs 90 Lakhs rupees against LICE fees.

We request BSNL Management to understand the need for financial considerations, especially in the current economic conditions of BSNL Executives,

We also feel that imposing fees on employees for such Internal Examinations may act as a deterrent for many deserving candidates who wish to participate but may keep themselves away from the LICEs just due to application of fees. Further, it may be seen that no Government Organisation or PSU conducts such LICEs at higher positions and if conducted by some units, no Fees are applied for it, then why BSNL is applying needs to be reviewed.

It may be seen that BSNL was not imposing LICE fees earlier and this harassment started from revision of RRS during 2023. Even as on today no fees are applied for LICEs conducted for promotions of Non-Executives and even the same was not applied and not being applied for competitive selection of CGMs wherein lakhs of rupees being spent by BSNL on selection process of CGMs and all were paid TA/DA for and sent on duty for appearing for online the selection process Examination conducted at IIT Trivandrum. There is need to clear this discrimination among the different cadres existing in BSNL.

But for these executives in Middle Management appearing for LICE have to take leave from office for preparations of LICEs, have to travel to appear for examinations from own pocket, pay for travelling from their pocket, pay fees for tuitions for success in LICEs etc and hence they should not be further troubled by applying fees for any LICE in BSNL.

Apart from this it may be please taken note that Executives have spent their personal money, are using their own two wheeler to restore the BSNL services in meeting targets of 4G Saturation, Bharat Udyami projects assigned by Government of India. These executives are working in for more than 15 to 20 years in the same cadre in absence of adequate resources and giving their best to BSNL. Further, BSNL conducting LICE after a long time due to the delay of conducting LICE exiting for years together, our Executives already lost many promotions and added to this now BSNL management is collecting exam fees from executives which is great demotivation and heart burning for all who want to part of higher professionalism as need of BSNL management.

Therefore, we kindly request your esteemed office to consider waiving off the fees associated with internal competitive exams conducted by BSNL for each and every LICE proposed. We feel that by removing this financial barrier, more employees will be encouraged to take part in these exams, thereby fostering a culture of continuous learning and professional growth within the organization as expected by CMD BSNL.

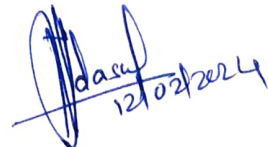
Furthermore, we believe that waiving off fees for internal competitive exams aligns with BSNL's commitment to employee welfare and development. It reflects the organization's recognition of the importance of investing in its workforce and empowering employees to reach their full potential

We assure you that the waiver of fees for internal competitive exams will not only benefit individual employees but also contribute to the overall success and competitiveness of BSNL. This good gesture on part of BSNL management will create a wave of positive energy among all executives in BSNL.

We look forward to a favourable response from your office for waiver of fees applied against LICE being conducted for all wings and cadres.

With Warm Regards,

Sincerely Yours,



**M. S. Adasul**  
**General Secretary**  
**SNEA CHQ**

**Copy to:**

1. CMD BSNL for kind information and with request to look into this genuine issue and give relief to the executives appearing for LICEs.
2. PGM Pers BSNL CO for kind information and n/a please.
3. PGM SR BSNL CO for kind information and n/a please.
4. GM Rectt/Trg BSNL CO for kind information and n/a please.
5. CLO BSNL CO for kind information please.