



# BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385  
Fax : 011-25894862

**P. Abhimanyu**  
General Secretary

Main Recognised Representative Union.  
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,  
Opp. Shadipur Bus Depot, New Delhi-110008  
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

BSNLEU/ 529 (TT)

16.10.2024

To,

**Dr. Kalyan Sagar Nippani,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**H.C. Mathur Lane,**  
**Janpath, New Delhi – 110 001**

Sub: - **Hardships experienced by the candidates in the recently conducted LICEs - requesting to take remedial action - reg.**

Sir,

We wish to bring the following to your kind notice, for favour of information and necessary action.

The Management conducted certain LICEs on 08-09-2024. The TT LICE, JE LICE and JTO LICE were also conducted on that day. The candidates who have appeared in those LICEs have expressed the hardships, that they have faced while appearing in the LICEs. Especially, we have received complaints from Maharashtra Circle.

For the whole of Maharashtra, Circle, the TT LICE was conducted in Mumbai. Everyone knows that Mumbai is a city with a huge traffic congestion. The exam was conducted in a remote area of Mumbai city and candidates have faced a lot of hardships in reaching the exam centre.

It was also bitterly complained that, in the place where the TT LICE was conducted, there was no place for parking the vehicles. Also there was no availability of food in the vicinity of the exam centre. The exam was conducted in a cramped place, without proper sitting arrangement and ventilation. No clean toilet facility was available, especially for the women employees.

It is our opinion that, the problems faced by the candidates of Maharashtra circle, would have also been faced by the candidates of some other circles also. It is the duty of the BSNL Management to conduct the LICEs in a time bound manner. At the same time, it is also the responsibility of the Management to ensure that, the outside agencies conduct the exam properly and that, the candidates are treated as human beings and not as cattle. In view of the above mentioned experience, we suggest the following:-

- 1) The LICEs should be conducted in the central part of each circle.
- 2) The LICEs should not be conducted in remote localities, where even facility for refreshment is not available for the candidates.
- 3) The Management should ensure that, the LICEs are not conducted in cramped places, but conducted with proper sitting arrangement and also with proper ventilation.
- 4) It is the duty of the Management to ensure that, hygienic toilet facility is made available in the exam centres and special care should be taken for providing this facility to the women employees.
- 5) The exam centres should have sufficient parking facility
- 6) Taking the above experiences of the candidates into account, we suggest that, the LICEs could be conducted in the training centres of BSNL which are well equipped in all respects. The Management can negotiate this aspect with the outside agencies, to whom the job of conducting the LICEs is outsourced.

We earnestly request you to kindly look into the above matter and to take necessary remedial action.

Thanking you,

Yours sincerely

**[P. Abhimanyu]**  
**General Secretary**

Copy to: Ms. Anita Johri, PGM (Rectt. & Trng.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001.