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(A Government of India Enterprise)

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Lr. No. 21-1/2011-Trg – 2   Date: 02-11-2012

To
ALL CGMs

SUB: Training Target of FY 12-13 – Achievements at the end of 2nd Quarter -Reg.

This is with reference to the Training Targets of this FY 12-13 conveyed by BRBRAITT to the Training Centers in your respective jurisdiction through respective GPMS Score cards vide letter No TD-6/62/2012-13 dated 27-06-2012.

It is noted that at the end of 2nd quarter the performance (Enclosed Annexure-1) vis-à-vis the target achievement is falling short. All the Circle administrations are requested to take necessary action, focusing in particular at the non-executives as there is a focus in the MoU on reskilling of non-executive employees.

As we have recently communicated to the Training Centers vide Lr. No. 21-5/2009-Trg, dated 2nd Nov12, we re-iterate that following modes of training delivery can be suitably adopted, to achieve the targets:

1 Field Training Programme: Either through a faculty member of a training center or some local expert. Employees do not move to training centers, but get to update their skills, at minimum disturbance. Suitable areas of training can be chosen by field units. **Since last year focus was on Soft Skill Training (Motivation), this year we may focus on operational areas such as customer care, fault rectification, network maintenance, product knowledge, testing and configuration of CPEs, etc. leading to re-skilling, value addition to our staff.**

2 Field Training Programme: (Web-Mode): Same as above, except that the faculty delivers through web, instead of moving to training place. Good for bigger cities where such facilities can be made operational. Training center can be the nodal points for such arrangements.
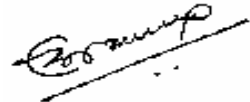
3 Technical Workshops: These can be arranged at field level or at nearby training centers – on topics which are considered relevant by field units. Experts can move from training centers or local expertise can also be utilized.

4 Equipment Training: Such select staff, who is working / likely to work on the equipment, may be identified and encouraged to be sent to training centers where such facilities are available. Here, staffs do move to training centers, but return with better operational efficiency.

5 Train–The– Trainer: Some chosen local officers can be sent to training centers to learn such topics which they can deliver back to their local colleagues. This will also expand our pool of trainers.

Training Centers have already been sensitized to draw up training programmes accordingly. Circle administrations are requested to facilitate the implementation of these programs to further the achievements of their respective GPMS targets as well as the BSNL – DOT MoU commitments.

It is worth highlighting that the training targets constitute around 15% weight in the GPMS score cards and as such are critical for the performance assessment of each of the Circles.

(**Neeraj Verma)**
GM (Trg)

Encl: Anx-1

Copy To:

1) CMD/Dir (HR) BSNL
2) Dir (EB), BSNL
3) GM (Restructuring), BSNLCO
4) Principals of RTTCs

S.No	Name of th Circle	Staff as on 1st April 2012			GPMS Target 12-13			Achievement at Q2 ending (April to Sep12)			Short Fall (against 1/2 of the target)		
		Total staff	Exec.	Non-Exec.	Exec.	Non-Exec.	Total (28%)	Exec.	Non-Exec.	Total	Exec.	Non-Exec.	Total
1	ALTTC	244	118	126	70	25	96	102	71	173	67	58	125
2	ANDAMAN	265	87	178	52	36	88	12	0	12	-14	-18	-32
3	ANDHRA PRADESH	27902	4388	23514	2610	4740	7350	1055	1852	2907	-250	-518	-768
4	ASSAM	4986	870	4116	517	830	1347	81	131	212	-178	-284	-462
5	B. R. B.R. A. I.T.T, JBL	223	113	110	67	22	89	103	41	144	69	30	99
6	BSNL CO	1463	1052	411	626	83	709	36	1	37	-277	-40	-317
7	BIHAR	6274	839	5435	499	1096	1595	91	1	92	-159	-547	-705
8	CHENNAI TD	9897	1684	8213	1002	1656	2657	501	682	1183	0	-146	-146
9	CHHATISGARH	2099	471	1628	280	328	608	106	80	186	-34	-84	-118
10	B B NETWORK	249	233	16	139	3	142	44	0	44	-25	-2	-27
11	ETP	802	202	600	120	121	241	38	5	43	-22	-55	-78
12	ETR	2159	620	1539	369	310	679	34	4	38	-150	-151	-302
13	GUJARAT	20856	2844	18012	1692	3631	5323	564	1752	2316	-282	-64	-345
14	HARYANA	5475	1202	4273	715	861	1576	311	97	408	-46	-334	-380
15	HP	3373	625	2748	372	554	926	128	34	162	-58	-243	-301
16	IT PROJECT	525	491	34	292	7	299	111	0	111	-35	-3	-38
17	J&K	2593	527	2066	313	417	730	55	64	119	-102	-144	-246
18	JHARKHAND	3007	450	2557	268	515	783	180	122	302	46	-136	-90
19	KARNATAKA	19861	4132	15729	2458	3171	5629	1646	1875	3521	417	290	707
20	KERALA	15957	3367	12590	2003	2538	4541	1223	757	1980	222	-512	-290
21	KOLKATA TD	9522	1803	7719	1072	1556	2629	229	18	247	-307	-760	-1067
22	MADHYA PRADESH	9903	1984	7919	1180	1596	2777	463	599	1062	-127	-199	-326
23	MAHARASHTRA	24748	4709	20039	2801	4040	6841	981	1099	2080	-419	-921	-1340
24	NATFM	19	13	6	8	1	9	5	0	5	1	-1	1
25	NCES	69	51	18	30	4	34	11	3	14	-4	1	-3
26	NORTH EAST I	1979	357	1622	212	327	539	88	19	107	-18	-144	-163
27	NORTH EAST II	1526	293	1233	174	249	423	18	14	32	-69	-110	-179
28	N.E TASK FORCE	408	137	271	81	55	136	15	32	47	-26	5	-21
29	NTP	951	306	645	182	130	312	61	3	64	-30	-62	-92
30	NTR	3707	1071	2636	637	531	1168	178	54	232	-141	-212	-352
31	ORISSA	4698	1137	3561	676	718	1394	163	26	189	-175	-333	-508
32	PUNJAB	9773	2242	7531	1334	1518	2852	550	774	1324	-117	15	-102
33	QA	276	218	58	130	12	141	44	6	50	-21	0	-21
34	RAJASTHAN	11118	1903	9215	1132	1858	2990	389	766	1155	-177	-163	-340
35	STP	830	485	345	288	70	358	51	4	55	-93	-31	-124
36	STR	2385	1155	1230	687	248	935	115	8	123	-228	-116	-344
37	TAMILNADU	19934	3866	16068	2299	3239	5539	1315	1534	2849	165	-86	80
38	T&D	584	450	134	268	27	295	79	6	85	-55	-8	-62

Training Target - GPMS Score Cards 12-13 - Achievement at the end of Qtr.2   Annexure-1

	(INSPECTION CIRCLE)											
39	T F JABALPUR	347	88	259	52	52	105	24	13	37	-2	-13	-15
40	T F KOLKATA	316	94	222	56	45	101	2	1	3	-26	-21	-47
41	TF MUMBAI	265	64	201	38	41	79	0	5	5	-19	-15	-34
42	TELECOM STORES	241	36	205	21	41	63	2	0	2	-9	-21	-29
43	UTTAR PRADESH (E)	12662	1863	10799	1108	2177	3285	401	487	888	-153	-602	-755
44	UTTAR PRADESH (W)	7870	1337	6533	795	1317	2112	325	449	774	-73	-210	-282
45	UTTARAKHAND	2256	426	1830	253	369	622	191	11	202	64	-173	-109
46	WEST BENGAL	7972	1496	6476	890	1306	2195	155	75	230	-290	-578	-868
47	WTP	1159	335	824	199	166	365	50	35	85	-50	-48	-98
48	WTR	2092	768	1324	457	267	724	82	27	109	-146	-106	-253
	Total	265820	53002	212818	31526	42904	74430	12408	13637	26045	-3355	-7815	-11170