

**CORPORATE OFFICE**

Training Section, Eastern Court,  
Janpath, New Delhi-110001  
E-mail: co.trainingcell@gmail.com



**BSNL**

Connecting Bharat  
Reliability • Feasibility

**भारत संचार निगम लिमिटेड**  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

No. BSNLCO-TRG/30(15)/8/2024-TRAINING

Date: - 29 / 10 / 2024

To

1. GS, BSNLEU

2. GS, NFTE

Ref: 1. Dir(Hr) BSNL Board/2024/Misc/02 dated 12.09.2024

2. BSNL-TRG/30(15)/5/2021-Training dated 24.09.2024

**Subject: - Capacity Building of all non-executive employees - reg.**

I am directed to convey that CMD BSNL has desired that a strategy for re-skilling and productive employment of all non-executive employees may be put into place in consultation with the recognized unions.

Accordingly, Training cell has carried out a comprehensive study and has proposed a multi-pronged strategy, placed at Annexure I. You are requested to kindly submit your views on this proposal by 11-11-2024.

This is issued with the approval of the competent authority.

Enclosures: as above.

  
(Anita Johri)  
PGM (Training),

**CORPORATE OFFICE**

Training Section, Eastern Court,  
Janpath, New Delhi-110001  
E-mail: co.trainingcell@gmail.com

**BSNL**

Connecting Bharat  
Reliable • Affordable • Future

**भारत संचार निगम लिमिटेड**

(भारत सरकार का उपक्रम)

**BHARAT SANCHAR NIGAM LIMITED**

(A Govt. of India Enterprise)

**ANNEXURE I****Strategy for Capacity Building of all non-executive employees of BSNL****1.0 General.**

Majority of non-executives were deployed on the copper network in the pre-VRS era. Now, because of technology advancements and rapid fiberization, there is a need for imparting training to the non-executive staff and empowering them to contribute to the growth journey of BSNL.

**2.0 Non-executives Profile.**

As at 30.09.2024, total 26,435 non-executives are working in BSNL, of which some 5,572 are JEs (average age 40 years and 88% above 10<sup>th</sup> pass) and some 12,738 are TTs/ATTs (average age 50.5 years. 49% of TTs and 20% of ATTs are above 10<sup>th</sup> pass).

**3.0 Data from Field Units.**

Further, circles have been requested to fill the educational data and job profile of all non-executive employees in a Google Sheet. Data from 5 circles (ALTTC, Andaman & Nicobar, Chhattisgarh, Himachal Pradesh and ITPC Pune) has been received and analyzed. Following are the observations:

- Some 84% of non-executives are deployed in 29 operational areas (listed in Annexure II).
- Largest numbers are deployed in Sales (26.09%), BTS (10.69%) and CSC (8.81%).
- 16% are deployed in general areas.

**Data from other circles will be added to the analyses, as and when received.**

**4.0 Capacity Building Strategy.**



**CORPORATE OFFICE**

Training Section, Eastern Court,  
Janpath, New Delhi-110001  
E-mail: co.trainingcell@gmail.com

**BSNL**

Commitment of Bharat  
Reliability • Affordability • Security

**भारत संचार निगम लिमिटेड**  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

Multi-pronged strategy is proposed, as below.

**4.1 Strategy to train JEs.**

Employees in JE cadre (5,572 in number) are deployed 100% in technical areas. ITPC, BBNW, MPLS NOCs, RCNGN, INMARSAT and Nodal centers are repositories of specialist skills and JEs may be up-skilled technically by training them in courses developed by training centers in consultation with these circles/units.

**4.2 Strategy to train TTs, ATTs and Others.**

Employees in TT, ATT and other cadres (12,738 in number) are deployed in some 29 technical (listed in Annexure II) and general areas and the training strategy is proposed as below:

- a. IT fundamentals training (3 days) may be given to all.
- b. Staff deployed in the 29 broad operational areas above may be trained through 2-3 days Field Training Programs (FTPs) **in their areas** respectively, so that they may perform their tasks more effectively.
- c. Staff deployed in General areas may be trained in the operational area of their choice (sales, CSC, etc.) and if willing, may be redeployed in that specific area.

**5.0 Way Forward.**

Since Training and redeployment of non-executive staff in an agenda point of both recognized unions, they are requested to give their views on the strategy above. Further, they are also requested to suggest **a name** for this project. In parallel,

- ALTC has been asked to start preparing FTPs in the 29 operational areas listed in Annexure II and in Specialist Skills courses in consultation with ITPC, BBNW, MPLS NOCs, RCNGN, INMARSAT and Nodal centers.

Courses shall be launched in the circles as and when they are ready/approved.

**CORPORATE OFFICE**

Training Section, Eastern Court,  
Janpath, New Delhi-110001  
E-mail: co.trainingcell@gmail.com

**BSNL**Connecting Bharat  
• Bharat • Bharat**भारत संचार निगम लिमिटेड**  
(भारत सरकार का उपक्रम)**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)**ANNEXURE II****Table – Operational Areas**

Sl. no.	Area	% in sample circles
1	SALES	26.09%
2	BTS	10.69%
A	GENERAL-PEON	10.18%
3	CSC	8.81%
4	OUTDOOR	6.76%
B	GENERAL	5.99%
5	INDOOR - TRANS	4.28%
6	FTTH	3.76%
7	INDOOR - ADMIN	3.68%
8	INDOOR - EXCH	2.99%
9	EB	1.97%
10	IT	1.88%
11	DRIVER	1.45%
12	CABLE	1.37%
13	STORE	1.37%
14	INDOOR - FINANCE	1.28%
15	OUTDOOR - TRANS	1.11%
16	INDOOR - POWER PLANT	1.03%
17	CASHIER	0.77%

18	OFC	0.68%
19	TRANS	0.68%
C	OTHERS	0.60%
20	MDF	0.43%
21	MOBILE	0.43%
22	PLANNING	0.43%
23	CIVIL	0.26%
24	GSM	0.26%
25	INDOOR	0.26%
26	INDOOR-ADMIN	0.17%
27	TRAINING	0.17%
28	LEGAL	0.09%
29	NOFN	0.09%