



BSNL

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# NATIONAL FEDERATION OF TELECOM EMPLOYEES

**BSNL**

Central Headquarters

Regn. No. 4906, Dated 17/09/2001

MS-II, Q.No. 21 & 17, Atul Grove Road, New Delhi-110001

Dated:-16-11-2024

TF-15

To,

PGM (Trg)  
BSNL Corporate office  
New Delhi.

PGM (Restg)  
BSNL Corporate office  
New Delhi.

**Subject:-** Capacity building of all non-executive employees – reg.  
(Training for productive employment of non-executive employees in BSNL).

Respected Sir/Madam,

We are very thankful for the communication No.-BSNLCO – Trg/30(15)/8/2024-Trg, dt-29-10-2024 seeking views of the union on the referred subject. We are required to seek views from the field due to which delay has taken place. This has been unavoidable hence delay may be condoned. We do not want to dilate further and stating our views enumerated below.

- (1) Options be taken from non-executive employees for the training and retraining to upgrade their skills for gainful and useful utilization to BSNL.
- (2) Congenial atmosphere be made available for motivation and useful employment of such trained employees. The training be on quarterly basis.
- (3) The employees who do not opt be trained for sales and marketing. CSCs handling, administrative and computer training etc. Such employees be utilised and trained for office working also after suitable training.
- (4) All JEs, outsiders and departmental, both should be up skilled in listed areas (4.1) etc. No distinction be made in this respect.
- (5) The training for TTS, ATTs and Sr. TOAs for 2-3 days on listed items will be quite insufficient. Provision be made for exhaustive training for gainful use. The training may not be for name sake.

There are many amongst such staff who are not only matriculate rather, they are intermediate, graduates and more. They are well equipped with computer handling. Such employees be further up-skilled for useful employment in technical side.

(b) As area of working is mentioned in annexure, most of the TTs and ATTs are having sound experience of BTS maintenance, FTTH provisioning and maintenance, working in leased circuits and jointing of fiber cable etc. In practice the staff of these Cadres are only jointing the optic fiber Cable in field. Such employees be further of skilled in higher technical area.

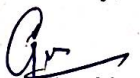
- (6) The suggestions for name of project are as under:-

- (i) Skill upgradation Project.
- (ii) Skill Motivation Project.
- (iii) BSNL up-skill Project.
- (iv) BSNL March Project.
- (v) BSNL Progress Path.
- (vi) BSNL Growth Project.

We are sure that the listed views and suggestions will given due consideration. The need of the hour is aggressive training of staff for skill upgradation as well as their motivation.

Thanking you,

Yours faithfully,

  
(Chandeshwar Singh)  
General Secretary