

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

दक्षिण दूरसंचार क्षेत्र, एरणाकुलम  
(एक ए एम ओ 9001 : 2008 प्रमाणित संगठन)  
**SOUTHERN TELECOM REGION, ERNAKULAM**  
(An ISO 9001: 2008 Certified Organisation)



महा प्रबंधक अनुरक्षण का कार्यालय  
**O/o General Manager Maintenance**

दक्षिण दूरसंचार क्षेत्र,  
**Southern Telecom Region**  
माइक्रोवेव स्टेशन बिल्डिंग  
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No.GM/STR/ENK/M-2244/2008-10/82

Dated, the 15<sup>th</sup> March, 2010.

To

Sri. N.A. Abraham,  
Circle Secretary,  
SNEA (India), Kerala.

Sir,

Sub: Training for Executives in STR, Ernakulam – reg.  
Ref: SNEA Lr.No.SNEA/KRL/CGM/2008-2009/37 dtd. 03.03.10.

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This has the reference to the letter cited above regarding imparting of training for executives in STR, Ernakulam. Though we appreciate your concern in the subject matter, it is felt that the spirit of this office letters were not properly taken, may be due to the instructions given were read in isolation or out of context.

Out of various BSNL units, STR, Ernakulam is pioneer in nominating the officers for training in specific area of specialization as per the technological requirements in the operations of the network. STR also ensures that the acquired knowledge and skills of the officers are effectively utilized after the training and they are capable in coping up with the current technological changes. As a result, the officers of STR were advised to acquire knowledge in the related fields like, OFC, SDH, DWDM etc. before attending training in general telecom subjects.

Meantime, it was noticed that some of the officers were submitting their requests for training frequently, that too without taking care of the actual manpower need of a station. In some cases, the officers were requesting in group to distant training centers though the same course is available in RTTC, Trivandrum itself and getting cancelled due to non-availability of participants. As such the restriction advised is intended for stopping repeated nominations by the same executives for more number of training when some of the executives remain without attending any training at all.

In STR, the BBSC target given for an executive is one training covering 5 man-days per year. For STR, Ernakulam the target given in the BBSC is 87 executives for 5 man-days or more training each. Out of the 166 executives, 106 executives were trained for 5 man-days or more so far during 2009-10. There were no cases of rejection of nomination which was submitted according to the spirit contained in the letters issued by this office. Over and above, executives are also sent for training conducted by the Vendors of equipments for familiarizing them in the new technology. Such trainings are not counted for the purpose of achieving the BBSC targets.

Unlike other territorial circles, STR is concentrated only in providing Long Distance Network/ Bandwidth for various services offered by BSNL. This clearly shows that the focus of the training requirement of STR Officers are distinct from that of other units of BSNL. To cope up with the continuous changes taking place in the long distance communication technology, adequate steps have been initiated by STR. Normally no executives are restricted to attend any training related to their field of operations; instead they are encouraged to attend such trainings.

Your apprehension regarding the subject matter is well taken and while nominating STR executives for training, care will be taken to meet the objectives of the organization by empowering the executives with the appropriate technology.

Thanking you,

Yours faithfully,



GEORGE MATHEW

महा प्रबंधक अनुरक्षण

General Manager Mtee

दक्षिण दूरसंचार क्षेत्र, STR

एरणाकुलम, Ernakulam -682 017

Copy to:

CGMM, STR, Chennai - for favour of kind information.