



O/o GM[Trg], Room No. 102, 1st Floor  
Bharat Sanchar Bhavan, Janpath  
New Delhi – 110001  
Phone 011-23714014 Fax: 011-23711544

## Bharat Sanchar Nigam Limited

(A Government of India Enterprise)

No. 32-9/2009-IR

2<sup>nd</sup> February, 2010

### **Subject: Formation of 'Panel of Experts': Calling of Volunteers.**

In our endeavour to utilize our technical expertise and resources in & around training functionality in most productive way, we have plans to expand scope of our training delivery for general market demands, within & outside country.

2. In order to identify & draw the best talent of the organization for the same, we intend to make panel of experts in various domains – technical, management, soft skills etc, having flair for undertaking such lecture-oriented assignments.

3. The duration of training delivery of such assignments would range from single to multiple sessions, depending upon the structure of the offered programme. The audience would range from Professionals to Engineering students to Vocational students.

4. We believe that our training infra-structure with extensive telecom equipment labs at various training centres, coupled with our telecommunications expertise, provide us a distinctive edge in the open market of "Telecom learning".

5. Though our core domain is Telecom, the experts in other domains are also encouraged to come forward so that we can offer programmes of various mix, as per demands.

6. We would like to establish the pool of experts for various levels of training programme – ranging from domestic lowest end to international professional levels. The process of our association with various partners, in making effective & productive utilization of these experts, is already under way and shortly the demands would start building up.

7. We are parallelly putting in place web-based delivery mechanism, for the convenience of experts, especially for the Vocational/Engineering level of programme within the country, depending upon the technical feasibility. Normally our training centres would be the Nodal points of delivery/co-ordination of such programmes.

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8. The programmes may involve within country/international travel, depending upon the nature/design of the programme.

9. The experts would be suitably compensated for their extra efforts in such programme in addition to giving them platform in self-upgradation as well as helping them brand themselves as experts in open markets. The tentative scheme of compensation would be as per Annex-1, subject to review on overall business considerations.

**10. In view of the above, volunteers are called from among the officers/officials of the organization to submit their request for enrolment in the panel of expert. The requests may please be made in the enclosed proforma only, directly to the Training Cell, Corporate office.**

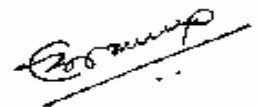
11. The requests from volunteers would be screened by an expert group and the Panel of Experts, at various levels of delivery would be dynamically prepared.

12. An organization wise, data base of such experts would be made available on BSNL intranet, for the information of all.

13. Support like Instructional training, domain upgradation and associated industry exposure to the empanelled faculties would be suitably organized on need basis or otherwise through mutual consultations & hand holding.

14. At the initial stages, the deputation of the expert faculties to various assignments would be co-ordinated/supervised by Training Cell, till a sustainable, transparent and suitable process is put in place, involving concerned officers & stakeholders.

All the administrative units of BSNL are requested to give wide publicity to this notification, among their staff members, so as to help this exercise, extract the best of our talents for the optimum business productivity.



**(Neeraj Verma)  
G.M(Trg)**

To  
All Chief General Managers, BSNL

**Copy to:**

1. CMD, BSNL Board
2. All Directors, BSNL Board



## ANNEXURE-1

### Tentative Scheme of Compensation

#### A. Local Domestic Programme

<u>Audience</u>	<u>Remuneration</u>
• Vocational	: 250 INR/per session
• Engg. Student	: 400 INR/per session
• Professionals	: 500 INR/per session
• High Mgmt	: 1000 INR/per session

Typically there are 4 sessions in a day.

Travel, if any, extra as per official entitlement

#### B. International Programme

<u>Audience</u>	<u>Remuneration</u>
Professional	: 200 USD/Day
High Mgmt	: 250 USD/Day

Travel Compensation extra as per United Nations Daily Subsistence Allowance (UNDSA) rates.

#### **Note:**

1. Programme for vocational/Engineering students would normally be outside our training centres. However lab visits for this audience can be arranged at training centres.
2. For the staff of the training centres, the compensation would be @ 50% of the above mentioned rates for Domestic Programme only.