



BANGALORE ELECTRICITY SUPPLY COMPANY LIMITED

(A GOVERNMENT OF KARNATAKA UNDERTAKING)

CORPORATE OFFICE,
K.R.CIRCLE,
BANGALORE- 01,

Read:

Resolution of 70th Board of Directors meeting of BESCOM held on 15.09.2015

Preamble:

In the Board of Directors meeting held on 15.09.2015, considering the necessity to have a comprehensive Training and HRD policy for all the employees of the company in terms of National Training Policy for the Power Sector to bridge competency gaps through a range of training interventions, the decision was taken to release the "Training and HR Development policy-2015". Hence this order.

Order No.BESCOM/BC-40/01/2015-16 dated:09.11.2015

In the circumstance explained in the preamble, Bengaluru Electricity Supply Company Limited is pleased to issue "Training and HRD Policy-2015" as annex to this order with the supported following annexures:-

- 1 Annexure A-1 to A-6 - Stipulated training applicable to group A officers
- 2 Annexure B-1 to B-4 - Stipulated training applicable to group B officers
- 3 Annexure C-1 to C-7 - Stipulated training applicable to group C employees
- 4 Annexure D-1 to D-2 - Stipulated training applicable to group D employees


Separate orders will be issued to amend BESCOM Employees Service Regulations in order to incorporate the following mandatory provision as specified in Training and HRD policy-2015:-

"The employees shall undergo a minimum of six days of training in the financial year covering three categories and a minimum of twelve days of training in a two year cycle, covering all the six categories".

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This policy shall come into force with effect from
01.10.2015

By Order,



(G. Anuradha, K.A.S)
General Manager(A & HR),
BESCOM, Bangalore.

Copies to:

1. Company Secretary, Corporate office, BESCOM
2. All Chief General Managers, Corporate Office, BESCOM
3. All Chief Engineer(Electy), BESCOM.
4. All General Managers, Corporate Office, BESCOM.
5. All Controller of Accounts, BESCOM.
6. All Officers of Corporate Office, BESCOM.
7. All Superintending Engineer(Ele), BESCOM.
8. The Superintendent of Police, Vigilance, BESCOM.
9. All Deputy Controller of Accounts, BESCOM.
10. All Executive Engineer(Ele), BESCOM.
11. All Accounts officers, BESCOM.
12. All Assistant Executive Engineer(Ele), BESCOM.
13. PS to MD/D(T)/D(F), BESCOM
14. BESCOM website.
15. M/F.

Copies for information:

1. Sri M. Nagaraj, President, KPTC Employees Union, A.R.Circle, Bangalore.
2. Sri A.N. Jayaraj, President, KEB Engineers' Association, A.R.Circle, Bangalore.
3. General Secretary, KPTC Employees Union / KEB Engineers' Association / KPTC AO's Association / KPTC SC / ST Welfare Association / Diploma Engineers' Association, Bangalore.