

1/271215/2022  
Sales & Marketing-CM  
605, Bharat Sanchar Bhawan  
Corporate Office, New Delhi-1  
Tel No 23329722, Fax 23329723  
project.vijay.pmo@gmail.com



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

No.

Dated: 20-07-2022

To,

The Chief General Manager,  
ALL Telecom Circles / Districts  
BSNL

Sub: - Modified Guidelines for the engagement of Apprentices under Apprentice Act for Sales & Marketing-CM.

Reference:

- (i) Letter No. BSNLCO-SMCM/27(12)/1/2021-SM-CM: dated 10.09.2021
- (ii) Letter No. BSNLCO-SMCM/27(12)/1/2021-SM-CM: dated 19.05.2022

Apropos letter under reference (i) above, guidelines regarding engagement of Apprentices under Apprentice Act for Sales & Marketing-CM was circulated.

However, the engagement of Apprentice by the circles for sales-activity is not as per the desired level. Vide letter under Reference (ii), circles were asked to submit their feedback on the low level of engagement of apprentices.

Based on feedback received from the circles and further deliberations at CorporateOffice, Competent Authority has approved the following:

- I. Modified Guidelines for the engagement of Apprentices under Apprentice Act for Sales & Marketing-CM as attached with the letter.
- II. Circles must follow strict process for timely payment of Apprentice stipend.
- III. The Modified Guidelines for Engagement of Apprentices for Sales & Marketing-CM Activities shall be applicable from date of issue only.

In case of any comments/feedback in relation to these guidelines for engagement of Apprentices under Apprentice Act for Sales & Marketing-CM, the samemay be communicated to S&M-CM cell BSNL CO at e-mail id: project.vijay.pmo@gmail.com.

However, for all other queries regarding implementation of Apprentice Act guidelines in BSNL, procedures for engagement of apprentices, portal for inviting applications, budget for payment to apprentices, reimbursement from concerned authority etc, all Telecom circles/districts must directly communicate with Training Cell, BSNL CO

**Enclosure: Modified Guidelines for Engagement of Apprentices for Sales & Marketing-CM Activities**

20.07.2022  
Milind Bagaddeo  
DGM (S&M-CM)

Copy to:

- 1. CMD , BSNL Board for kind information please
- 2. Dir.(CM) / Dir. (Fin)/ Dir. (HR) BSNL Board for kind information please.
- 3. GM (Training), BSNL CO, for information, budget allocation and further necessary action please.
- 4. GM (Commercial) Corporate Office, for informationplease