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D. Human Resource and Capacity Building

1. Human Resource/Manpower

It is planned to have a total of 731 employees out of which 400 will be additional and 331 replacements. According to this plan it is expected that the manpower will show an increase of 5,27% and the employees turn over rate is expected to be 4.14. The program that will help to implement this is shown in detail in table 5.

Action Plan of Recriutment & Placement of Additional Manpower for Head Office for the Budget Year 1995

						-	1st Quar.		2	2nd Quar.		ñ	3rd Quar.			4 th Quar.	uar.
No.	Position	운	Zone	Region	Total	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan	Feb.	Mar.	Apr.	May	June
	Degree Graduate															-	•
-	1 J/Engineer (Elec.)	တ		1	10			B164									
2	2 Engineer II or I	2			2			(30)E				,					
က	3 J/Programmer	-			1			12.5						Ţ			
4	4 J/HR expert	,	1		1		A. C.	7.0			,						
5	5 J/Accountant			1	1									2005			
	Sub Total	12	1	2	15												
	Diploma or equivalent																
1	1 Acct. Clerk	3			3			- A.C.									
	Sub Total	3			3												:
	Skilled																
1	S/Technician	1			1					Alexander of the state of the s	7.8						
2	2 Mechanic	2			2						7.0						
8	3 Eng. Asst.	1			1								2000				
4	4 J/Technician	60			60			(379)									
	Sub Total	64		_	64												
	Semi Skilled														,		
1	1 J/Antenna Mechanic	2			2				A The Control of		2	-					
2	2 C/gang forman	-			1												
3	3 Damper Oper. (Driv. III)	-			1				7		A Comment			٠.			
														1			

]			l				Ì	į								
						•	1st Quar.	Jr.	4	∡nd Quar.	۳.	G	3rd Quar.			4 th Quar.	uar.	-
								,		;	,		1	:				
No.	Position	НО	Zone	Region	ota	ZINC	July Aug.	Sep.	: 5	Nov	Dec.	Jan	ΡeD.	Mar.	Apr.	мау	June	7
4	4 Driver	2			2				200 A	24.76	CONTRACTOR AND							
5	5 Mechanic												AND THE PROPERTY OF THE PARTY O					
9	6 J/Mechanic	ं			-													
7	7 Driver Mech (S/Ddriver)	-	N.S.		-							22.2						
8	8 Draftsman				-			2005										
6	9 Line man	10	32	34	76		The Contract of the Contract o										П	— Т
5	10 J/Planner		,	1	2					П								
	Sub Total	20	33	35	88							,						
	Clerical																	1
-	1 Admin. Asst.	-			1		4.5.5.5.5.5.4.E.				•			u				
2	2 Purchaser	1			1													
3	3 Cashier	1																
4	4 Sales Person	1			-													Ţ
S	5 Counter Cashier	2			2				•									T
9	6 Store Keeper	1		``			San Car											
7	7 Secretary Typist	-																T
	Sub Total	80			8													
	Grand Total	107	34	37	178									·				
1				, , , , , ,		ć	14731 1-		1	0 : 1								

N.B:-The recruitment & Placement of the following positions for zones & Reg. Will be executed under H.O

Reg.	8	+*	-			Nov. 30	16-Mar. 10	une 30
Zone	32	-		₩-	τ-	Sept. 1st	ng Dec. 1	Apr. 7-J
Position.	Line man	J/Planner	J/Engineer (Electr.)	J/Acct.	J/HR expert	- Line man-first round training Sept. 1st - Nov. 30	- Second round training Dec. 16-Mar. 10	- Third round training Apr. 7-June 30

Key

Man Power recruitment & Placement

Training

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Action Plan of Recruitment & Placement of Additional Manpower. for Zonal Office for the Budget year 1995

		Plan							
Š.	Position	Zonal Off.	Area.	Total	1st Quar.	2nd Quar.	3rd Quar.	4th Quar.	Remark
	EAAZ					-			
	Dip. Or equiv.							•	
1	Acct. Clerk	1		1	Wilder Table (NY)				
	Skilled	1	:			;		,	
2	S/Line man	1		L					
3	S/Cable Jointer	8	-	4			4		
4	Planner								
	Semi skilled								
22	Cable Jointer	* 2	1	3		i i i i i i i i i i i i i i i i i i i			
ဖ	Driver	2		2					
7	Mobile Telephonist		2	2	-	N. V. Market			
	Clerical				·				
80	J/Collector	. 3	2	5					
6	J/Acct. Clerk		-	-					
10	J/Clerk		-	1					
	Sub Total	13	80	21					
	SAAZ							-	
	Skilled						,		,
-	S/Cable Jointer			1	α.	and the second			
2	S/Line man		1	-	C*8				
	Semi Skilled	•				· •			
က	Cable Jointer		2	2	,				

		Plan							
No.	Position	Zonal Off.	Area.	Total	1st Quar.	2nd Quar.	3rd Quar.	4th Quar.	Remark
	Clerical							•	
4	J/Collector	4		4		·			
	Sub Total	5	3	8					
	NAAZ.								
	Dip & Equiva	· pt.							
-	Admin, Finance sup.		_	1	TO WEEKS AND				
	Skilled						·,	ı	
2	S/Cable Jointer	-	-	2	A. A. Mariana				
က	S/Line man	2		2			•		
	Semi Skilled		110	-1		4.			
4	Cable Jointer	2		2	N. T. P. A. C. STAKE				
	Clerical								
ည	J/Collector	3	1	4					
	Sub Total	8	က	£					
	WAAZ								
	Skilled								
7-	S/Line man	1		1	A TABLE OF SA				
2	S/Cable Jointer	F		1	eranical entre				:
	Semi Skilled						,		
3	Cable Jointer	23	2	4					
4	Telephonist		2	2			L. T. K. C.		
	Clerical								
2	J/Collector	က	2	5					
9	J/Storekeeper	-		-	M. V. 135 Y 255 CD				
7	Cashier			-	STREET,				

		Plan	-						
No.	Position	Zonal Off.	Area.	Total	1st Quar.	2nd Quar.	3rd Quar.	4th Quar.	Remark
8	J/Clerk		1	1		N.S. SANKER CONTROL		•	
	Sub Total	8	8	16					
	CAAZ					,			
ar.	Semi Skilled								
•	Cable Jointer	1		1					
	Clerical	7.							
2	J/Collector	3		3				,	
	Sub Total	4		4					
	SWAAZ						•		
	Dip & Equiva		-					.*	
-	Acct. clerk	1		-					
-	Skilled						•		
2	S/Line man	1		1			CARL TACTOR SIZES TO		
3	S/Cable Jointer	2		2			er en sen en en		
	Semi Skilled								
4	Cable Jointer	2	-	3					
	Clerical	•							
5	Clerk		-	7					
	Sub Total	ဖ	2	8					
	Grand Total	44	24	68					

N.B Recruitment & Placement of J/Planner, J/Technician and Lineman will be undertaken by H.O

Action Plan of Recruitment & Placement of Additional Manpower for Regional Office for the Budget year 1995

		o la							
Š.	Position	Reg. Off.	Area.	Total	1st Quar.	2nd Quar.	3rd Quar.	4th Quar.	Remark
	ER	-							
	Skilled	r .			-				
	1 S/ Line man	eth S	1	2			•		
	Clerical			0					
2	2 J/Acct. Clerk	4,	,	4			,		
3	3 Cashier		5	5	,				
	Sub Total	5	9	11					
	SER	•							
	Dip. Or equivalent								
1	1 Accting Clerk	1		1					
	Skilled.								
2	2 Const. Gang forman	1		1			٠	s _e	
3	3 S/Cable J.		2	3					
4	4 S/Line man		2	2		and the second s			
2	5 Cable forman	~		1		A STATE OF THE STATE OF	And the second s		
9	6 S/Cable recorder	~ -		1		A Company of the Comp	And the second s		
	Semi.Skilled							,	
7	7 Cable Jointer	•		1	Link Care Links	And a second and the second se	Charles and the same of the sa		
8	8 Technical Operator	2		2		Mary Comments of the Comments			
6	9 J/Cable recorder	*	4	4					
	Clerical								
19	10 J/Acct. clerk	-	2	3		A Comment of the Comm			
7-	11 J/Clerk		-	-		A STATE OF THE PARTY OF THE PAR	-		
12	12 Data encoder	•		1					
				9	63				

-	Position	Reg. Off.	Area.	Total	1st Quar.	2nd Quar.	3rd Quar.	4th Quar.	Remark
က	13 Store keeper	•		ι				`	
4	14 Admin. Asst.	*			ACAMPAGNATURE TO THE		-		
<u> </u>	Sub Total	=	11	22			•		
m	SWR								
	Dip. Or equivalent	3).							
1	1 Acct. clerk	1		l l		,			
	Skilled			12				à	
2	2 S/Cable Jointer	•	2	3					
	Semi Skilled								
3	3 Cable Jointer	-			!				
4	4 Cable recorder		7	7 -					
	<u>Clerical</u>		-	*				·	
5	5 J/Acct. Clerk		2	2		A Comment of the Comm			
9	6 Cashier		2	3					
	Sub Total	4	7	11					
	NER								
	Dip. Or Equiv.								
1	1 Acct. clerk			Į.					
	Skilled	•							
2	2 S/Cable Jointer		-	L					
3	S/Line man		2	7					
		Plan							
4	4 Cable jointer			1					
2	5 Telephonist	14	4	18				All the analysis of the second	
9	6 Driver	2		2					
	Clerical								
7	7 Acct. clerk	_	3	4					
8	8 J/Clerk		2	2				ž	
중	9 Cashier		1	-					
	Sub Total	10	13	32					

ro. F Position	Roy. Off.	Area.	Total	1st Quar.	2nd Quar.	3rd Quar.	4th Quar.	Rema
NR				-				
Deg. Graduate						•		
1 Engineer (electrical)	1) 1		1	A CONTRACTOR OF THE PROPERTY O		•		
Dip. Or equivalent	It.		-					
2 Acct. clerk	-	7	5		#			
Skilled								
3 S/Cable Jointer								
4 Line forman			_					
5 S/Line man		5	5					
Semi Skilled								
6 Cable Jojnter			1			•	!	
7 Telephonist	41.		14				,	
8 Technical Operator)r		1		PARTY TO SERVICE OF STREET		,	
9 Cable recorder	The second secon		1					
Sub Total	21	6	30					
WR	9. • €						×	
Dip. Or equivalent	.							
1 Acct. clerk		2		318				
Skilled			***					
2 S/Cable Jointer	2		2				* .	
3 S/Line man	1		1					
4 S/Technician	1		1	-				
Semi skilled								
5 Driver			-					
6 Telephonist	10		10					
Clerical								
7 clerk	-	7	2		Richard Land Head Control of the State of th			
8 Counter Cashier	łę.	1						
9 J/Store keeper		1	150		\$			
Sub Total	46	ч	70					

1. The 1888 and

		Pre							
		= =	-						
No.	Position	Reg. Off.	Area.	Total	1st Quar.	2nd Quar.	3rd Quar.	4th Quar.	Remark
	SR								
	Skilled								
~	1 S/Cable Jointer			1		Controlling of Court in South Controlling			
2	2 S/Line man			-		particular control of the second			
က	3 Cable forman	•		-					
	Semi Skilled	gud.							
4	4 Cable Jointer	Section of the section of		1	-		A STATE OF THE PARTY OF THE		
5	5 Telephonist	11		11	TANK MANAGEMENT		and the second s		
	clerical								
9	6 J/Acct. Clerk		-	-					
7	7 J/Clerk		-	1					
8	8 Clerk		3	3		Kartha Albania	の はない というしょ はい 地ではない	<i>y</i>	
6	9 Cashier		7-						
10	10 Counter Cashier		1	1				:	
	Sub Total	15	7	22					
	NWR								
	Skilled		-					1	
-	1 Const. Gang forman		-	1		PARAMETER STATE OF THE STATE OF			
2	S/Cable Jointer			1		The state of the s			
3	3 Cable forman			1		E. A. S. M. S.		;	
	Clerical								
4	J/Acct. Clerk								
5	5 J/Clerk	*-		. 1					
	Sub Total	5		5					
	GRAND TOTAL	96	58	154					

N.B Recruitment & Placement of J/Planner, J/Technician and Lineman will be undertaken by H.O