

POWER GRID BANGLADESH PLC

ANNUAL TRAINING PLAN

Plan Period: July 2025 to June 2026

S.N.	Subject of Training	Target Group	Batch No	Time	Duration (Days)	Participants Per Batch	Man Days	Venue/ Organizer
1	Operation & Maintenance of Grid Substations & Transmission Lines	SAE to SDE LM/FM/ELCT/TA	10	Sep'25 to May'26	4	30	1200	Grid Circles, Power Grid
2	Operation & Maintenance of High Voltage Transmission Lines	SAE to SDE LM/FM/ELCT/TA	2	Dec'25 May'26	5	20	200	Grid Circles, Power Grid
3	Basic Operation and Maintenance on HVDC	SAE to XEN LM/FM/ELCT/TA	1	Nov'25	10	20	200	HVDC, Power Grid
4	Operation, Maintenance, Inspection and Testing of Power Transformer	SAE to SDE	8	Oct'25 Feb'26	3	30	720	Grid Circles, Power Grid
5	Design, Construction, Maintenance & Testing of Power Transmission and Distribution Line	AE to XEN	2	Jan'26 to Mar'26	15	4	120	BPMI/Other Organization
6	Design, Operation, Maintenance and Protection of Electrical Substation	AE to XEN	2	Dec'25 Jan'26	14	3	84	BPMI/Other Organization
7	Design, Manufacturing and Testing of Transformer	SAE to XEN	2	Sep'25	12	4	96	BPMI/Other Organization
8	Design of Tower and Tower Foundation	SAE to XEN	2	Oct'25 Dec'25	5	30	300	Power Grid/Other Organization
9	Substation Automation System (SAS)	SAE to SDE	3	Sep'25 to Dec'25	5	4	60	BPMI/Other Organization
10	Advance Training on Substation Automation System (SAS)	AE to XEN	2	Dec'25 Jan'26	11	4	88	BPMI/Other Organization
11	Control & Protection System and Substation Automation System (SAS)	SAE to SDE	2	Mar'26 to Apr'26	5	30	300	Grid Circles, Power Grid
12	Basic Training on GIS Mapping	SAE to XEN	2	Oct'25 Jan'26	11	4	88	BPMI/Other Organization
13	Gas Insulated Switchgear (GIS) & Maintenance of GIS Equipment	SAE to SDE	2	Nov'25 Mar'26	2	30	120	Grid Circles, Power Grid
14	Load Management & Substation Switching	SAE to SDE	2	Feb'26	3	15	90	LDC, Power Grid
15	Underground Cable Jointing, Testing, Fault Identification and Maintenance	SAE to SDE & LM/FM/TA	2	Oct'25 Jan'26	3	30	180	Grid Circles, Power Grid
16	Annual Maintenance of Transformer, Bay Equipment, Substation Equipment, Transmission Lines and Commissioning of Bay Equipment	SAE to SDE LM/FM/TA	6	Sep'25 to Mar'26	2	30	360	Grid Circles, Power Grid
17	Operation Information System (OIS)	SAE to SDE	2	Feb'26 Mar'26	1	20	40	Power Grid
18	Maintenance Work of Battery & Battery Charger with DC System Troubleshoot	SAE to SDE & LM/FM/TA	1	Sep'25	2	30	60	Communication Circle
19	Maintenance Work of Tower	LM/FM/Elect/TA	1	Nov'25	1	30	30	Grid Circles, Power Grid

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20	Maintenance of Power Transformer	SAE to SDE & LM/FM/TA	3	Dec'25 to Mar'26	2	30	180	Grid Circles, Power Grid
21	Maintenance of CT, PT, LA, CB, DS, ES and Oil Leakage from Transformer	LM/FM/ELECT/TA	2	Jan'26 Mar'26	1	30	60	Grid Circles, Power Grid
22	ROW & Deadline Checking, Tools Keeping and Safe Working Practice	LM/FM/ELECT/TA	2	Dec'25 Feb'26	1	30	60	Grid Circles, Power Grid
23	Overview and Operation of Different Types of Relays	SAE to SDE	2	Dec'25 Apr'26	1	30	60	GMDs, Power Grid
24	AutoCAD	AE to SE	1	Mar'26	12	2	24	BPMI/Other Organization
25	SMART Grid Operation	AE to XEN	2	Apr'26 May'26	2	30	120	LDC, Power Grid
26	Insulation Resistance, Oil Quality and Oil Test	SAE to SDE	1	May'26	1	30	30	RTS, Power Grid
27	Basic Power System Protection	SAE to SDE	2	Nov'25 Feb'26	5	30	300	CNSTD, Power Grid
28	Power System Protection	SAE to XEN	2	Oct'25 Mar'26	15	4	120	BPMI/Other Organization
29	Power System Operation and Control	AE to XEN	2	Nov'25 Mar'26	15	3	90	LDC, Power Grid
30	Protection Drawing and Fault Analysis	SAE to SDE	2	Feb'26 Apr'26	2	20	80	Power Grid/Other Organization
31	Tower Climbing & Maintenance Work at Overhead Line (On-site)	Elect/LM/FM/TA	2	Sep'25 Oct'25	1	30	60	Grid Circles, Power Grid
32	Hands on Training on OTS	SAE to SDE	1	Oct'25	2	10	20	HVDC, Power Grid
33	On-Job Training (Technical)	SAE to SDE & LM/FM/ELECT/TA	6	Nov'25 to Mar'26	1	30	180	Grid Circles, Power Grid
34	On-Job-Training on Transformer	SAE to XEN & LM/FM/TA	6	Sep'25 to May'26	3	30	540	Grid Circles, Power Grid
35	On Job Training on Substation Grounding System, Testing of Substation Equipment	SAE to XEN & LM/FM/TA	4	Nov'25 to Apr'26	2	30	240	Grid Circles, Power Grid
36	Project Management	AE/AM to CE/GM	2	Sep'25 to Oct'25	5	5	50	BIM/NAPD
37	Project Formulation, Implementation, Monitoring & Evaluation (PIME)	XEN to CE	1	Feb'26	15	5	75	BPMI/Other Organization
38	SMART Grid: Digital Bangladesh and Internet of Things (IOT)	AE to XEN	1	Sep'25	2	5	10	Other Organization
39	Contract Management	AE/AM to SE/DGM	2	Nov'25 April'26	10	4	80	BPMI/Other Organization
40	Power System Planning with Variable Renewable Energy	XEN to CE	1	Feb'26	2	4	8	Other Organization
41	Energy Efficiency & Conservation	AE to XEN	2	Nov'25 Dec'25	10	4	80	BPMI/Other Organization
42	জালানি দক্ষতা ও জালানি সংরক্ষণে সচেতনতা বৃদ্ধি	AE to SDE	5	Sep'25 to Jun'26	2	30	300	Power Grid

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S.N.	Subject of Training	Target Group	Batch No	Time	Duration (Days)	Participants Per Batch	Man Days	Venue/ Organizer
43	Environmental Safeguard Procedures and Management	AE/AM to XN/MAN	1	May'26	1	5	5	NAPD/Other Organization
44	Renewable Energy Sources and Grid Integration	AE to SE	1	Aug'25	1	10	10	SREDA/Other Organization
45	Renewable Energy Integration using PSS/E	SAE to XEN	1	Mar'26	3	15	45	LDC, Power Grid
46	Capacity Building Workshop on Onshore and Offshore Wind Power	AE to XEN	1	Apr'26	1	5	5	SREDA/Other Organization
47	Design and Implementation of Solar Power Plant	AE to XEN	2	May'26 Jun'26	13	4	104	BPMI/Other Organization
48	Fault Calculation, Setting Calculation & Coordination of Different Protective Relays	SAE to SDE	1	May'26	4	30	120	System Operation Power Grid
49	Earthing System Design Software, AutoGrid Pro	AE to XEN	1	Feb'26	7	15	105	Other Organization
50	Competency in Fault Analysis	SAE to SDE	3	Nov'25 to Jan'26	2	30	180	Grid Circles, Power Grid
51	Post-Fault Restoration & Analysis	SAE to SDE	1	Nov'25	2	30	60	Power Grid
52	System Operating Procedure, Shutdown Process and Work Permit	SAE to SDE	2	Mar'26 May'26	1	30	60	Grid Circles, Power Grid
53	Load Flow Analysis using Software-CYME/ETAP/Power Factory	AE to XEN	2	Jan'26 Feb'26	9	3	54	BPMI/Other Organization
54	Training on PSS-E Software	AE to XEN	1	May'26	5	10	50	LDC, Power Grid
55	Load Dispatch Management of Bangladesh Power System	SAE to SDE	1	Dec'25	5	30	150	LDC, Power Grid
56	Operation & Maintenance of SCADA, EMS and Network Management	SAE to XEN LM/FM/TA	1	Nov'25	5	30	150	CNSTD, Power Grid
57	Operation, Maintenance and Management of Optical Fiber Cable	SAE to SE	1	Feb'26	2	20	40	OFC, Power Grid
58	Advance Telecommunication System	SAE to SDE	1	Apr'26	3	25	75	CNSTD, Power Grid
59	Fiber Optic Multiplexer & Digital PABX	SAE to XEN	1	Jun'26	14	15	210	Other Organization
60	Certified Ethical Hacker	AE to SE	1	Nov'25	18	3	54	BPMI/ Other Organization
61	Red Hat Certified Engineer (RHCE)	AE to XEN	1	May'26 to Jun'26	24	2	48	BPMI/Other Organization
62	Certified Information Systems Auditor (CISA)	AE to XEN	1	Apr'26	7	4	28	BPMI/Other Organization
63	Cyber Security & Awareness	AE to XEN	3	Jan'26 to Mar'26	5	4	60	BIM/BCC/Other Organization
64	Block Chain & Big Data Analysis	AE/AM to XEN/MAN	1	May'26	7	4	28	BPMI/Other Organization

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S.N.	Subject of Training	Target Group	Batch No	Time	Duration (Days)	Participants Per Batch	Man Days	Venue/ Organizer
65	Total Quality Management including Industry 4.0	AE/AM to XEN/MAN	1	Mar'26	1	5	5	BIM/Other Organization
66	ISO14001: Environmental Management System	SAE to XEN	1	Apr '26	5	5	25	BPMI/Other Organization
67	Advanced Microsoft Excel	SAE to SDE	2	Jul'25 Aug'25	5	5	50	NAPD/BIM
68	Fundamentals of Information & Communication Technology (ICT)	AA/Ad.Asst/PS/OA	5	Jan'26 to Jun'26	2	30	300	Power Grid
69	ICT and e-Governance Management Course	SAE/JAM to SDE/DM & AA/PS/SK	1	Apr'26	12	2	24	Other Organization
70	Advance Excel	AE/AM to XEN/MAN	1	Mar'26	3	20	60	Other Organization
71	Fundamental Training Course	AA/Admn.Asst/PS/OA	2	Sep'25 Mar'26	19	2	76	Other Organization
72	Effective Store Management & Automation	AA//PS/SK to SAE/JAM	2	Jan'26 Mar'26	2	30	120	Power Grid
73	Office Management	Jr. AA/Admn. Asst/PS/SK/OA	5	Nov'25 to May'26	5	30	750	BPMI/Other Organization
74	Modern Office Management	Sr. Staff to SAE/JAM	2	Jul'25 Jun'26	5	6	60	Other Organization
75	HR for Non-HR	XEN to CE	1	May'26	2	40	80	Power Grid
76	Advanced Training of Trainers (AToT)	SDE/DM to SE/DGM	2	Nov'25 Mar'26	12	3	72	BPMI/Other Organization
77	Training of Trainers (ToT)	AE/AM to XEN/MAN	4	Sep'25 to Jun'26	5	4	80	BPMI/Other Organization
78	Development of Job Description & Setting of Performance Indicator (PI)	AE/AM to SE/DGM	1	Nov'25	1	30	30	Power Grid
79	Data Driven Decision Making (D3M)	AM to MAN	1	Jun'26	3	4	12	BPMI/Other Organization
80	Fire Fighting & Safety Measure	AA/Admn.Asst/PS/OA/LM/FM/Elect	2	Sep'25 Mar'26	3	30	180	Power Grid
81	Mock Drill on Fire Safety	All Employees	8	Aug'25 to Jun'26	1	30	240	Power Grid
82	KPI Master Class	Inspector, JAM to MAN	1	Nov'25	2	5	10	BPMI/Other Organization
83	Safety & Security	Officers & Staff	3	Sep'25 to Feb'26	3	30	270	Grid Circles, Power Grid
84	Junior Security Course (2025-26)	Security Guard & Inspector	2	Dec'25 Apr'26	12	5	120	NSITI/Other Organization
85	Industrial Relation	Jr. & Sr. Staff	8	Aug'25 to Apr'26	24	5	960	IRI,Tongi/CTG/Khulna/Rajshahi
86	Use and Implementation of D-Nothi	SAE/JAM to AE/AM & Staff	3	Jul'25 to Dec'25	2	30	180	Power Grid
87	Conduct and Discipline	Jr. & Sr. Staff	2	Mar'26 to May'26	5	4	40	RPATC/BIM

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88	Increasing Driving Skill and Awareness of Rules & Regulation	Driver	2	Sep'25 May'26	2	10	40	Other Organization
89	Effective Communication Skills	AE/AM to XEN/MAN	1	Jan'26	5	3	15	NAPD/Other Organization
90	Leadership Development Program for Power Sector Organization	SE/DGM to CE/GM	2	Nov'25 Mar'26	7	2	28	BPMI/Other Organization
91	Organizational Development	XEN/MAN to CE/GM	1	Sep'25	5	4	20	BPMI/Other Organization
92	Future Training Needs for Power Sector Organization	XEN/MAN to SE/DGM	1	Apr'26	1	4	4	BPMI/Other Organization
93	Citizen Charter	AE/AM to CE/GM & Staff	2	Jul'25 Jan'26	1	40	80	Power Grid
94	ERP on HR/Finance/Fixed Asset/Procurement/Inventory Module	AE/AM to XEN/MAN & Staff	3	Dec'25 Jan'26	1	10	30	Power Cell/TechVision
95	Good Governance for Sustainable Development	XEN/MAN to CE/GM	2	Jan'26 Mar'26	5	4	40	NAPD/Other Organization
96	Innovation & Change Management	AE/AM to SE/DGM	2	Nov'25 & Apr'26	3	5	30	NAPD/Other Organization
97	Awareness on Workplace Harassment	AE/AM to MAN/XEN	1	Sep'25	1	30	30	Power Grid
98	Supervisory Skills and Management Competency	MAN to GM	1	Feb'26	2	3	6	BIM/NAPD/Other Organization
99	Conflict & Negotiations Management	SDE/DM to SE/DGM	1	Jul'25	3	30	90	Power Grid
100	Basic Procurement Training	SAE/JAM to SDE/DM	10	Jul'25 to Jun'26	15	5	750	BPPA/Other Organization
101	One Day Refresher Course on Public Procurement	AE/AM to XEN/MAN	6	Nov'25 to May'26	1	10	60	BPPA/Other Organization
102	Public Procurement for Power Sector	AE/AM to SDE/DM	2	Nov'25 Mar'26	15	3	90	BPMI/Other Organization
103	e-GP Training	SAE/JAM to SDE/DM	3	Aug'25 Sep'25 Feb'26	3	6	54	ESCB/Other Organization
104	Prospects & Challenges Faced in 4IR	XEN/MAN to SE/DGM	1	Apr'26	1	30	30	BIM/Other Organization
105	Bangladesh Labour Law 2006 and Labour Rule-2015	SAE/JAM to AE/AM & AA/Admn.Asst/PS	2	Jan'26 Mar'26	2	30	120	Power Grid/Other Organization
106	Occupational Health & Safety Management System: OHSAS 18001:2015	OA/G/CL/PO/CK/MSG	1	Dec'25	2	30	60	Power Grid/Other Organization
107	English Language Learning Course	JAM to DM & Sr. Staff	2	Apr'26 May'26	12	1	24	RPATC/Other Organization
108	Secretariat Instructions and Office Communication	SAE/JAM to SDE/DM	3	Aug'25 to Nov'25	1	30	90	Power Grid
109	Human Resource Management	AM to MAN	2	Jul'25 Jun'26	5	4	40	BPMI/NAPD

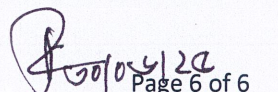
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110	Public Private Partnership (PPP)	XEN/MAN to SE/DGM	1	Apr'26	2	3	6	PPA Authority
111	Workshop on Women and Child Rights	AE/AM to XEN/MAN	1	Jul'25	1	2	2	RPATC/Other Organization
112	Fixed Asset & Inventory Management	AE/AM to XEN/MAN	1	Feb'26	5	15	75	ESCB/Other Organization
113	Land Management	AE/AM to SE/DGM	2	Dec'25 Mar'26	5	40	400	LATC
114	HR Analytics (HRA)	AM to MAN	1	Feb'26	5	2	10	BIM/Other Organization
115	Business Data Analytics & Financial Forecasting (Excel Based Modeling)	AM to MAN	1	Jan'26	2	5	10	BIM/Other Organization
116	New Income Tax Law & VAT	JAM to MAN	2	Dec'25 Jan'26	3	35	210	BIM/Other Organization
117	VAT, Tax & Customs Duty	Jr. & Sr. Staff	1	Jul'25	2	30	60	Power Grid
118	Financial Management Course	AM to DGM	1	Sep'25	5	30	150	Other Organization
119	Financial Modeling	AM to MAN	1	Apr'26	7	4	28	BPMI/Other Organization
120	International Financial Reporting Standards (IFRS), IAS & ISA	JAM to DGM	2	May'26 Jun'26	7	4	56	BPMI/Other Organization
121	Budget Procedure and Budgetary Control	AE/AM to SE/DGM	1	Feb'26	2	30	60	Power Grid
122	সরকারী বাজেট প্রস্তুতকরণ ও বাস্তবায়ন	AM to MAN	2	May'26 Jun'26	7	4	56	BIM/Other Organization
123	Data entry in Budgeting Module of iBAS++	JAM to DGM	1	Jul'25	1	2	2	Finance Division
124	Formulation of Development Budget in SABRE+ System	JAM to DGM	2	Jan'26 Apr'26	1	5	10	Finance Division
125	Company Act & Share Listing of Power Sector Utilities	AM to MAN	1	Dec'25	10	3	30	BPMI/BSEC/Other Organization
126	Audit & Financial Management	AM to MAN	1	Mar'26	10	5	50	BPMI/Other Organization
127	Audit Objection and Settlement	JAM to MAN	2	Jul'25 Oct'25	1	30	60	Power Grid
128	Departmental Foundation Training	Newly Recruited SAE	5	Jul'25 to Jun'26	40	40	8000	BIAM Foundation
129	Job Orientation Training	Newly Recruited Officers & Staff	4	Dec'25 Jun'26	5	35	700	Power Grid
Total=							24194	
Total Man-Hour = (24,194x8) = 1,93,552 Man-Hour								

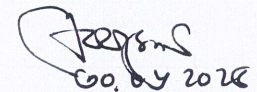
N.B.: 1. Training Target = Average 50 Man Hours for Each Employee.

2. Training Target of PGCB= 3,871 (Total Manpower as on 30.06.2025) X 50 man hours = 1,93,550 Man-Hour

3. Programs are Tentative, Schedules may be Changed.


20/06/2025
Mahbubur Rahman
Deputy Manager
Training Planning Evaluation
Power Grid Bangladesh PLC


20/06/2025
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Md. Abdur Razzaque
Manager (TPE), A.C
Power Grid


30.06.2025
মোঃ সাইদুর রহমান
উপ-মহাব্যবস্থাপক (এইচআরএম)
পাওয়ার গ্রিড বাংলাদেশ পিএলসি