

BANGLADESH RURAL ELECTRIFICATION BOARD

DHAKA, BANGLADESH

PBS INSTRUCTION-300-8

Date of Approval : 27-11-1985

Last Revision : 19-02-2020

SUBJECT:

Procedure for Selection of Apprentice Lineman Trainee Candidates, Including Development of Programs for Training and Carrier Opportunity for Line-crew Personnel.

BACKGROUND:

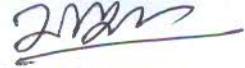
Since the inception of RE program, Directorate of training strives to have achieved the benchmark standard of training. The Lineman's training program is rigorous and intensive. It is a 03 (three) week hands-on program that prepares individuals for entry-level position as Apprentice lineman. In addition to perfecting their climbing skills, participants become proficient in various other lineman skills, while making safety their top priority. Trainees learn skill such as making connections of meters, installation of transformers, ACR/OCR, Voltage Regulator and others electrical equipments on de-energized as well as energized line, along with framing and installation of poles and apparatus on the ground.

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(Md. Mozibur Rahman)
Consultant TAPP BREB


(Md. Duhidul Islam)
Consultant TAPP BREB


(Md. Mozammei Huq/
Consultant TAPP BREB)


(Md. Abdul Khaleque)
Consultant TAPP BREB


(Md. Ahsanul Haque)
Consultant TAPP BREB


(Debasish Chakraborty)
PD.TAPP BREB

৬২১ তম বোর্ড সভায় অনুমোদিত সিদ্ধান্ত নং ১৭৭০০


(Kamrul Ahsan Molla)
Asst Secy (Board) BREB

PURPOSE:

To establish and set forth a policy-guidelines to be implemented by the Palli Bidyut Samities for the purpose of selection of Apprentice Lineman Trainee candidates to provide them with the lineman Part-1 Training courses so that the qualified candidates in the Training course may become eligible for appointment as apprentice lineman on probation by PBSs where vacancies exist. Each PBS shall also develop a long-term policy for Training and Career Development program for PBS Line-crew personal with a view to attain the following objectives.

1. The primary objective of each PBS as well as BREB is to provide abundant, reliable and dependable Electric Service facilities to PBS consumer-members;

In order to best materialize this objective, the Electric distribution system of each Palli Bidyut Samity must be operated and maintained in a competent and efficient manner;

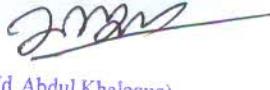
2. Proper performance of this job requires well-trained, highly skilled and reliable line-crew personnel;
3. A continuing program of training will necessarily be an integral part of a Line-crew personnel's job order to accomplish these objectives;
4. Line-crew personnel will be expected to continually improve in their knowledge, abilities and skills to a predetermined level of competency if they are to remain as an employee of any PBS and to

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(Md. Mozibur Rahman)
Consultant TAPP BREB


(Md. Duhidul Islam)
Consultant TAPP BREB

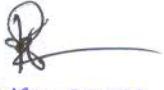

(Md. Mozammel Huq)
Consultant TAPP BREB


(Md. Abdul Khaleque)
Consultant TAPP BREB


(Md. Ahsanul Haque)
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(Debasish Chakraborty)
PD, TAPP, BREB

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(Kamrul Ahsan Mollick)
Asst. Secy. (Board), BREB.

receive regular advancement in salary and in pay-grade according to this PBS wages and salary plan.

POLICY:

Each Palli Bidyut Samity shall adopt the following laid-down policies and procedures for selection of apprentice Lineman Trainee candidates including a uniform long-term Training programs and career development opportunity for PBS Line-crew personnel.

A. Procedure For Selection Of Apprentice Lineman Trainee Candidates.

According to the number of vacant post and trend of vacant post required number of Apprentice Trainee Lineman candidates with qualifications and aptitudes as stated below through advertisement in national daily news papers keeping in view the availability of quota approved by the government. The selected apprentice lineman trainee candidates will be given Part-I Lineman training. The successful candidates will be appointed in the PBS as Apprentice Lineman on probation/contract basis (The Procedure for Selection of Contract basis Lineman is enclosed here in with Annexure-A. Which may be Revised time to time by the prior approval of BREB). against vacant post. In case there is any surplus successful candidate who cannot be appointed in the PBS for lack of vacant post, then he may be appointed at the same status by other PBSs where vacancies as well as quota of the candidate exists.

1. Qualifications & Aptitude For Apprentice Lineman Trainee Candidates:

- a) Candidates must have minimum GPA 3.00 out of 5 in SSC or equivalent examinations (Science group will be preferred);
- b) Must have good physique with ability to do hard labor on elevated electrical or similar type of structure;
- c) Must have aptitude and willingness to do manual labor;

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(Md. Duhidul Islam)
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(Md. Mozammel Huq)
Consultant TAPP BREB


(Md. Abdul Khaleque)
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(Md. Ahsanul Haque,
Consultant TAPP BREB)

(Debasish Chakraborty)
TAPP BREB

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(Kamrul Ahsan Molla)
Asst. Secy. (Board), BREB

d) Willingness and ability to learn job;

e) Must have the following physical dimension;

- 1) Height : 5'4" minimum;
- 2) Weight : 110 Lbs, Minimum;
- 3) Chest : 30" normal and 32" expanded Minimum;

f) Must qualify in the following endurance test:

- 1) Have to finish a mini-marathon race for one mile within a maximum of 7 (seven) minutes;
- 2) Ability to pull the body at chest level for a minimum of five consecutive times on a parallel bar / ring;

g) Candidates having athletics sports back ground in school level shall be preferred;

h) PBS Meter Reader cum Messengers with requisite qualifications and aptitude shall be given preference but age limit must be within 18 to 21 years. The Selected trainee is eligible for appointment as apprentice lineman up to his 24 years age in PBS service.

i) Age: Minimum 18 years & Maximum 21 years on the last date of submission the application for selection the trainee. The success trainee is eligible for appointment as apprentice lineman up to his 24 years age in PBS service.

2. Notice For Selection Of Apprentice Lineman Training Candidates

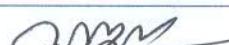
Applications for selection of Apprentice Lineman Trainee candidates shall be invited by each Palli Bidyut Samity or BREB on

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(Md. Ahsanul Haque)
Consultant TAPP BREB


(Debasish Chakraborty)
PD, TAPP BREB

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(Kamrul Ahsan Molla)
Asst. Secy. (Board), BREB.

behalf of Palli Bidyut Samity when needed through the daily national newspaper (at least in two daily nation wide well-circulated) as well as BREB /PBS(s) Website.

3. Selection Procedure

a) After receiving the applications against advertisements, the male candidates shall be called on to appear before the following Preliminary Selection Committee(PSC):

Preliminary Selection Committee

- i. Senior General Manager / General Manager : Convener
- ii. DGM(Tech-HQ) (in absence of DGM(Tech-HQ) : Member
one another senior DGM or in absence of DGM
AGM(MS) will act as Member)
- iii. Assistant Engineer (S/O or Project Division) : Member
- iv. AGM(O&M) /E&C/P&M (Senior one) : Member
- v. AGM(HR/Administration) (Senior one) : Member- Secretary

The Preliminary Selection Committee shall scrutinize the candidature of the applicant to sort out and call on the qualified applicants for Written Test.

b) The written Test shall be organized by the following Central Selection Committee (CSC):

Central Selection Committee

- i. Member (Samity Management), BREB : Convener

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Consultant TAPP BREB


(Md. Ahsanul Haque,
Consultant TAPP BREB)


(Debasish Chakraborty)
PD, TAPP BREB

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(Kamrul Ahsan Molla)
Asst. Secy. (Board), BREB.

- ii. Executive Director, BREB : Member
- iii. Sr. most Director, PBS Monitoring & Management Operations, BREB : Member
- iv. Director (System Operation(Central), BREB : Member
- v. Director (Training), BREB : Member
- vi. Director (PBS Human Resource) {in absence of Director (PBS HR), Director (PBS Monitoring & Management Operations, BREB from Admin Cadre) nominated by Member (Samity Management) BREB : Member-Secretary

C. Each PBS and BREB Training Directorate (if Necessary) shall select a minimum of 25-30 Apprentice Lineman Trainee candidates for training at each time in a single batch.

Training of Selected Apprentice Lineman Trainee Candidates.

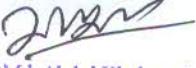
- i. In case of new and non-energized PBSs, the selected candidates will be sent to BREB Training Directorate for Training. Travel allowances and Daily allowances for such trainees at the rate so fixed by BREB from time to time shall be borne by Concerned PBS.
- ii) In case of energized PBSs, the selected candidates shall be trained by the PBSs. selected by the Training Directorate. Concern PBSs or BREB Training Directorate (if necessary) shall provide such trainees with a daily allowances (DA) at the

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(Md. Mozibur Rahman)
Consultant TAPP BREB


(Md. Duhidul Islam)
Consultant TAPP BREB


(Md. Mozammel Huq)
Consultant TAPP RREF


(Md. Abdul Khaleque)
Consultant TAPP BREB


(Md. Ahsanul Haque,
Consultant TAPP BREB)


(Debasish Chakraborty)
D.TAPP, BREB

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(Kamrul Ahsan Molla)
Asst. Secy. (Board), BREB.

rate of Tk. 400.00 (Taka Four Hundred) only for each day of Training. For training in Dhaka City the daily Allowance shall be Tk. 500.00 (Taka Five Hundred) only each day of training. DA is reimbursable from the PBS(s) for where the trainee apprentice lineman has been selected. After the completion of theoretical and practical Training courses, BREB Training Directorate along with a representative from System Operation Directorate / Zonal Office shall conduct written & practical test and will be publish the results.

iii) Lineman training will be organized by BREB Training Directorate utilizing it's optimum capacity of physical and human resources of BREB. PBSs, electrical consultants and related experienced stakeholders of RE Program at BREB and PBSs premises and /or any other suitable place(s). BREB training directorate will also insist to utilize pedagogy and andagogy from in-house and outsource. Such type of training may also be conducted by competent and related experienced individual/firm through outsourcing. BREB Training Directorate will overall monitor and/ or conduct training courses and conduct final examination along with a representative from concern System Operation Directorate/Zonal Office. The provisional result shall be published in the same day of examination. BREB Training Directorate shall publish final and formal result afterward.

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(Md. Mozibur Rahman) (Md. Duhidul Islam)
Consultant TAPP BREB Consultant TAPP BREB

(Md. Mozammel Huq) (Md. Abdul Khaleque)
Consultant TAPP BREB Consultant TAPP BREB

(Md. Ahsanul Haque)
Consultant TAPP BREB

(Debasish Chakraborty)
PD, TAPP BREB

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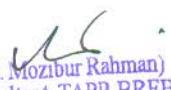
(Kamruj Ahsan Molla)
Asst. Director BREB

iv) Employment Procedure for Selected Candidates.

- a) About 40 (Forty) number of Apprentice Trainee Lineman candidates will select keeping in view the availability of district & other quota approved by the government. The selected Apprentice Lineman Trainee candidates will be given part-I (TL010) lineman training.
- b) Concerned sponsor PBS will pay the fee and other allowances for the trainee(s) participating in lineman part-I training against the vacant post of that PBS issue appointment letter in favor of the successful candidate(s).
- c) The successful candidates may be appointed in the PBS as Apprentice Lineman on probation basis against the vacant posts. In case there is any surplus successful candidate who cannot be appointed in the PBS for lack of vacant post, then they may be appointed at the same status by other PBSs where vacancies as well as quota of the candidate exists.
- d) The tenure of service of line-crew personnel as Apprentice lineman on probation shall be a minimum of one year period which however may be extended for maximum 6(six) months but such extension will not be more than two times, depending on the incumbent's job performance.

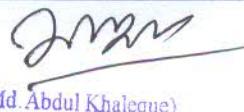
B. Training and Career Development Programs and Policies for PBS Line crew Personnel.

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Consultant TAPP BREB


(Md. Duhidul Islam)
Consultant TAPP BREB


(Md. Md. Mizammel Huq)
Consultant TAPP BREB


(Md. Abdul Khaleque)
Consultant TAPP BREB


(Md. Ahsanul Haque)
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(Debasish Chakraborty)
PD, TAPP, BREB

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(Kamrul Ahsan Molla)
Asst. Secy (Board) BREB

In order to achieve the objectives as stated in this Policy Instructions, a program of training courses designated to progress simultaneously with and to complement the work experience of the Line-crew personnel is to be conducted by BREB/PBSs. Each line-crew personnel will be required to participate in the prescribed training courses as will be designed from time to time by BREB/PBSs. The training courses for PBS Line-crew personnel shall be planned and administered by the Training Directorate with the assistance of System Operation Directorate of BREB. In planning the training courses, expressed needs for training by the PBSs based on actual operational experience will play an important part in determining the content of the training program. A broad guideline highlighting the training and career development programs and policies for PBS Line-crew-personnel is enumerated below for proper implementation and guidance.

1. Line crew personnel shall, after the successful completion of Patr-I Lineman Training Course, be recruited in a PBS as an Apprentice Lineman on probation. He will remain as an Apprentice Lineman on probation for a minimum period of 1 (one) year, which however may be extended for maximum 6(six) months but such extension will not be more than two times, depending on the incumbents job performance.
2. Upon the successful completion the minimum specified period as Apprentice Lineman, Line-crew personnel shall be

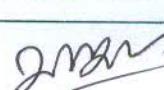
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(Kamruzzaman Molla)
Asst. Secy. (Board), BREB

considered eligible for appointment Grade-2 as regular basis provided other requirements are satisfactorily fulfilled and then his salary will be fixed at the initial step of Salary pay grade No-3 of the PBS. After completion of 03 years service as Lineman Grade-2, his salary will be fixed at the initial step of Salary pay grade No-5 of the PBS.

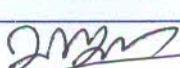
3. Upon successful completion of Part-II (TL 020) Lineman Training Courses and after working a minimum of 03 (three) years period as a Lineman Grade-2, a line-crew personnel may be promoted as a Lineman Grade-1 provided other requirements are satisfactorily fulfilled. A line crew personnel shall remain as a Lineman Grade-1 for a minimum of 3 (three) years for next promotion. A Lineman Grade-1 shall be offered Part-III (TL 030) Lineman Training Course after he gains a minimum of 06 (six) months work experience as Lineman Grade-1.
4. Upon successful completion of Part-III (TL 030) Lineman Training Courses and after working a minimum of 3 (Three) years as a Lineman Grade-1 (subject to the condition the total service length is not less than 10 years) a line-crew personnel may be promoted as a Line Technician against the vacant post provided other requirements are satisfactorily fulfilled. A Line-crew personnel shall remain as Line Technician for a minimum period of 05 (five) years for next promotion. A line

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(Kamrul Ahsan Molla)
Asst. Secy. (Board) BREB

Technician shall be offered Part-IVA (TL040, Part-IVB (TL042, Part-IVC (TL044) specialized Training Course as the need arises for this type of knowledge and skill provided he gains a minimum of 06 (six) months work experience as Line Technician.

5. A lineman Grade-2/ Grade-1/Line Technician may be offered Part-IIIA (TL031) specialized training course as the need arises for this type of knowledge and skill. TL031 course is not a mandatory training course and it will not be affected on his promotion or time scale at any stage in his service.
6. Upon successful completion of Part-IVA (TL040), Part-IVB (TL042, Part IVC (TL044) specialized Training Courses and after working a minimum of 05 (five) years as Line Technician, a line-crew personnel shall qualify for appointment as Assistant Junior Engineer (O&M/E&C/P&M) against the vacant post(s) as per their quota provided other requirements are satisfactory fulfilled and his total work experience is not less than 19 (Nineteen) years. This promotion/ appointment will be made as per PBS Employee service rule, 1992 (amended 2012) & PBS Instruction 300-14.
7. Moreover, Some of the selected Lineman shall be trained for Hot Line Equipment Operation and on successful completion of Hot Line Equipment Training will designated as Hot Stick Lineman and Transformer Hot Stick Lineman.

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(Kamrul Ahsan Molla)
Asst. Secy. (Board), BREB.

C. Training Facilities for Career Development.

1. A line-crew-personnel's increase in Grade and pay will in part be based upon the respective incumbents training record. The incumbent will be evaluated on his training performance and record of this is to be kept in his permanent file for future reference.

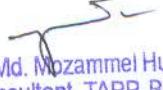
The training program will be a continuing one through a prescribed period of years to bring the PBS line crew personnel to the Grade of Asst. Junior Engineer (O&M/E&C/P&M). An outline of this program is enumerated below.

- a) Organized and formal training activity will be interspersed at regularly scheduled intervals along with the employees regular work-activity.
- b) Training will be so scheduled that during subsequent work-time, a line crew personnel be able to make application of the practices and skills learned during his training period.
- c) It is anticipated that a good line-crew personnel will be able to reach the Grade of Line Technician by 10 (ten) years and of Assistant Junior Engineer by 19 (Nineteen) years of satisfactory performance with the PBS.
- d) Training, job assignments and employment expectation will progress at a rate in keeping with the incumbent's ability to become proficient in such knowledge and skills.
- e) A line crew personnel will not be required to perform the more hazardous duties until he has properly trained (through formal training and work experience) for his job.
- f) A line crew personnel, in discharging his job, shall have to practice safety rules strictly. Safety instruction will be a continuing part of line crew personnel training at all levels.

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(Md. Mofazzel Rahman)
Consultant TAPP BREB


(Md. Duhidul Islam)
Consultant TAPP BREB


(Md. Mozammel Hug)
Consultant TAPP BREB


(Md. Abdul Khaleque)
Consultant TAPP BREB


(Md. Ahsanul Haque)
Consultant TAPP BREB


(Debasish Chakraborty)
PD.TAPP BREB

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(Kamruzzaman)
Asst. Secy. (Board) BREB

- g) The PBS may be expected to provide certain training facilities during the training program and as called upon to do so by the BREB Training Directorate.
- h) It will be the option of the PBS to decide when the line crew personnel are ready for his next phase of training within the minimum limits previously stated. (Not less than six months work experience in the preceding Grade).
- i) Each PBS will determine the time of advancement of the line crew personnel to the next Grade.
- j) Apprentice Lineman trainee candidate so selected for training shall become eligible for appointment as apprentice Lineman on probation only upon successful completion of Part-I (TL010) Lineman Training Courses. If any candidate fails in the Training Course, his eligibility for appointment shall be terminated.
- k) With the exception of anybody's inability to qualify in the Part-I (TL010) Lineman Training Courses, a line crew personnel who is un-successful in completing any particular phase of training will not be eligible for an increase in Grade and pay until waiting a reasonable length of time to be determined by the PBS and/or as per instruction 700-12 then repeating the particular phase of training and passing it.

2. In order to engage the PBS line crew in surveying/ preparing TSR & staking sheets/ performing other engineering jobs against the consumer's applications, or any other purposes, the training schedule (TL031) set forth for stackers following PBS instructions 100-21, 100-28, 100-45, Staking error to avoid etc. May be organized for selected regular PBS line crews, specially who will be posted under the Engineering and Construction Department

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(Md. Mozibur Rahman)
Consultant TAPP BREB


(Md. Duhidul Islam)
Consultant TAPP BREB


(Md. Muzammel Huq)
Consultant TAPP BREB


(Md. Abdul Khaleque)
Consultant TAPP BREB


(Md. Ansarul Haque)
Consultant TAPP BREB


(Debasish Chakraborty)
PD, TAPP BREB

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(Kamrul Ahsan Molla)
Asst. Secy. (Board), BREB.

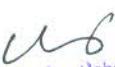
on rotational basis. TL 031 Training Course may be conducted by PBS at their own premises with the help of BREB project division and Electrical Consultant manpower. A Guideline to conduct TL031 Training Course will be provided by BREB Training Directorate and evaluation test thereof shall be conducted by the host PBS. The informal result shall be published by concern Senior General Manager/ General Manager on the same day of evaluation test. An original copy of tabulation sheet shall be sent to BREB Training Directorate. BREB Training Directorate will store data of the tabulation sheet in electronic database and publish formal result and will provide certificate. TL 031 will never be treated as mandatory training course for PBS line-crews.

PBS Lineman Certification and Training

SL No.	Employment Certification required	Course to be Completed	Minimum Experience for Training	Course Code to completed
01	Apprentice Lineman	Lineman Part-1 Training Course		TL 010
02	Lineman Grade-2	Part-II Lineman Training Course	Minimum 01 year as apprentice lineman + 06 month as lineman Grade-2	TL-020
03	Lineman Grade-1	Part-III Lineman Training Course	03 years as Lineman Grade-2 + 06 month as lineman Grade-1	TL 030
04	Line Technician	Part-IVA Lineman Training Course	03 years as Lineman Grade-1 + 06 month as Line Technician	TL 040
		Part-IVB Lineman Training Course		TL 042
		Part-IVC Lineman Training Course		TL 044

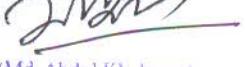
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Md. Mozibur Rahman
Consultant TAPP, BREB


(Md. Duhidul Islam)
Consultant TAPP BREB


(Md. Mozammel Huq)
Consultant TAPP BREB


(Md. Abdul Khaleque)
Consultant TAPP, BREB


(Md. Ansanul Haque)
Consultant TAPP, BREB


(Debasish Chakraborty)
PD, TAPP, BREB

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(Kamruzzaman Molla)
Asst. Secy (D) BREB

05	Selected Line crew (Optional)	Part-III A Lineman Training Course	When and if required	TL031
06	Selected Line crew (Optional)	Part-I (Hot Line Maintenance Training Course- Hot Stick Lineman)	When and if required	TL050
		Part-II (Hot Line Maintenance Training Course- Transformer Hot Stick Lineman)		TL060

বিঃদ্রঃ এই নির্দেশিকা সংশোধন / অনুমোদনের প্রেক্ষিতে পবিস নির্দেশিকা ৩০০-১০, ৩০০-১৭, ৩০০-৪২সহ অন্য যে সকল নির্দেশিকায় যেখানে Lineman Grade-3 শব্দ উল্লেখ আছে সে সকল শব্দ বিলুপ্ত বলে গণ্য হবে।

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(Md. Mozibur Rahman)
Consultant TAPP, BREB

(Md. Duhidul Islam)
Consultant TAPP BREB

(Md. Moshammel Hug)
Consultant TAPP BREB

(Md. Abdul Khaleque)
Consultant TAPP, BREB

(Md. Ansari Riaque)
Consultant TAPP, BREB

(Debasish Chakraborty)
PD, TAPP, BREB

৬২১ তম বোর্ড সভায় অনুমোদিত সিদ্ধান্ত নং ১৭৭০

(Kamrul Ahsan Mollick)
Asst. Secy. (Board), BREB.

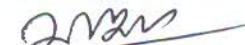
Annexure-A

চুক্তিভিত্তিক লাইনকু নিয়োগের সংক্ষিপ্ত প্রক্রিয়ান্বিদ্য দেয়া হল:

- (i) পরিস নির্দেশিকা ৩০০-০৮ এর শর্তের আলোকে লাইনকু (লাইনকু লেভেল-১) নির্বাচন করা হবে। তবে মিটার রিডার কাম ম্যাসেঞ্চারদের লাইনকু হিসেবে নিয়োগের ক্ষেত্রে বয়স ২৫ পর্যন্ত শিথিল যোগ্য;
- (ii) চূড়ান্তভাবে নির্বাচিত লাইনকুগণের মধ্য হতে লাইনম্যান পার্ট-১ (TL-010) প্রশিক্ষণে উর্তীর্ণ লাইনকুগণের সমন্বয়ে প্যানেল প্রস্তুত করা হবে। প্যানেলের মধ্য হতে বিভিন্ন পরিসের চাহিদা অনুযায়ী বাপৰিবো এর অনুমোদন সাপেক্ষে চুক্তিভিত্তিক নিয়োগের জন্য পদায়ন করা করা হবে; সকল প্রশিক্ষণ ব্যয় সমিতি কর্তৃক বহন করা হবে। লাইনকু লেভেল-১ কর্মরত থাকা অবস্থায় সর্বসাকুল্যে মাসিক ২৫,০০০.০০ (পাঁচিশ হাজার) টাকা বেতন প্রদান করা হবে এবং প্রতি বছর চুক্তিকালে ৫০০.০০ (পাঁচশত মাত্র) টাকা সাকুল্যে বেতন বৃদ্ধি পাবে এবং লাইনকু লেভেল-১ (চুক্তিভিত্তিক) পদে চাকুরীতে যোগদানের সময় ১০,০০০ (দশ হাজার) টাকা নিরাপত্তা জামানত হিসেবে জমা দিতে হবে যা সন্তোষজনক চুক্তি সমাপনান্তে সমিতি কর্তৃক নির্ধারিত হারে মুনাফা সহ ফেরত দেওয়া হবে।
- (iii) এ ধরনের চুক্তিভিত্তিক লাইনকু নিয়োগের বিপরীতে বছর বছর চুক্তি সাপেক্ষে একটি পরিস সর্বোচ্চ ০৯ টি চুক্তির মেয়াদ পর্যন্ত চাকুরী করতে পারবেন। অর্থাৎ ১ বছরের জন্য চুক্তি করা হবে। প্রতিবছর কর্মমূল্যায়ন করা হবে; যা সন্তোষজনক সাপেক্ষে পুনঃ চুক্তির জন্য বিবেচনা করা হবে এবং লাইনকুগণের চাকুরী কখনই কোন ক্রমেই নিয়মিত হবে না।
- (iv) কমপক্ষে ০৫ টি চুক্তির মেয়াদ সমাপনান্তে সন্তোষজনক কর্মসম্পাদন এবং লাইনম্যান পার্ট-২ উর্তীর্ণ সাপেক্ষে তাকে লাইনকু লেভেল-২ হিসেবে নিয়োগ করা হবে। লাইনকু লেভেল-২ কর্মরত থাকা অবস্থায় সর্বসাকুল্যে মাসিক ২৮,০০০.০০ (আঠাশ হাজার) টাকা বেতন প্রদান করা হবে এবং প্রতিটি পুনঃ চুক্তিকালে ৬০০.০০ (ছয়শত মাত্র) টাকা সাকুল্যে বেতন বৃদ্ধি পাবে।
- (v) কমপক্ষে ১২ টি চুক্তির মেয়াদ সমাপনান্তে সন্তোষজনক কর্মসম্পাদন এবং লাইনম্যান পার্ট-৩ উর্তীর্ণ সাপেক্ষে লাইনকু লেভেল-৩ হিসেবে নিয়োগ করা হবে। লাইনকু লেভেল-৩ কর্মরত থাকা অবস্থায় সর্বসাকুল্যে মাসিক ৩৩,০০০.০০ (তেক্ষিণ হাজার) টাকা বেতন প্রদান করা হবে এবং প্রতিটি পুনঃ চুক্তিকালে ৭০০.০০ (সাতশত মাত্র) টাকা সাকুল্যে বেতন বৃদ্ধি পাবে।
- (vi) কমপক্ষে ২০ টি চুক্তির মেয়াদ সমাপনান্তে সন্তোষজনক কর্মসম্পাদন এবং লাইনম্যান পার্ট-৪ উর্তীর্ণ সাপেক্ষে লাইনকু লেভেল-৪ হিসেবে নিয়োগ করা হবে। লাইনকু লেভেল-৪ কর্মরত থাকা অবস্থায় সর্বসাকুল্যে মাসিক ৪০,০০০.০০ (চাল্লাশ হাজার) টাকা বেতন প্রদান করা হবে এবং প্রতিটি পুনঃ চুক্তিকালে ৮০০.০০ (আঠাশ মাত্র) টাকা সাকুল্যে বেতন বৃদ্ধি পাবে।

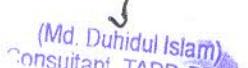
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(Md. Abdul Khaleque)
Consultant TAPP BREB


(Md. Mozibur Rahman)
Consultant TAPP BREB


(Md. Duhidul Islam)
Consultant TAPP BREB


(Md. Ahsanul Haque)
Consultant TAPP BREB


(Debasish Chakraborty)
PD TAPP BREB

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(Kamrul Ahsan Molla)
Asst. Secy. (Bor.) TAPP BREB

(vii) নিয়োগপ্রাপ্ত চুক্তিভিত্তিক লাইনকুর্গণ সর্বোচ্চ ৪৫ (পয়তাল্লিশ) বছর বয়স পর্যন্ত চাকুরী করতে পারবেন।

(viii) ৯ম চুক্তি সমাপনান্তে অভিজ্ঞতা ও সংযোজনক কর্মমূল্যায়ন প্রতিবেদনের ভিত্তিতে অন্য পরিসে নিয়োগ প্রদান করা যেতে পারে এবং চাকুরীতে বেতন ধাপ অক্ষুন্ন থাকবে।

(ix) চুক্তিভিত্তিক নিয়োজিত লাইনকুর্গণ বার্ষিক সর্বোচ্চ ১০ (দশ) দিন নৈমিত্তিক ছুটি এবং ১৫ (পনের) দিন অর্জিত ছুটি ভোগ করতে পারবেন। কর্তৃপক্ষ কর্তৃক কোন কারণে অর্জিত ছুটি প্রদান করা না হলে উক্ত ছুটির বিপরীতে সাকুল্য বেতনের ৩০% হারে অর্থ প্রাপ্ত হবেন। আংশিক অর্জিত ছুটি নগদায়নের ক্ষেত্রে আনুপাতিকহারে প্রাপ্ত হবেন। এছাড়াও কোনো কারণে অতিরিক্ত ছুটির প্রয়োজন হলে বিনা বেতনে ছুটি মঞ্জুর করা যেতে পারে।

(x) উৎসব বোনাস হিসেবে বার্ষিক ০২ টি বোনাস প্রদান করা হবে, যা কর্মকালীন সময়ে নির্ধারিত সর্ব সাকুল্যে বেতন এর ৫০% হারে প্রাপ্ত হবেন। এপিএ বোনাস প্রদান/কর্তন কর্মরত সমিতির প্রাপ্ত এর ৫০% হারে হিসাব করা হবে; উদাহরণ স্বরূপঃ কর্মরত সমিতি যদি ০২টি এপিএ বোনাস পায় তবে তিনি ০১টি এপিএ বোনাস পাবেন অর্থাৎ তাঁর সর্ব সাকুল্যে বেতন ২৫,০০০.০০ (পাঁচিশ হাজার) টাকা হলে তিনি ২৫,০০০.০০ (পাঁচিশ হাজার) টাকা এপিএ বোনাস পাবেন। বৈশাখী ভাতা হিসেবে সর্ব সাকুল্যে বেতনের ১০% প্রদান করা হবে।

(xi) অফিসের কাজের স্বার্থে কোথাও প্রেরণ করা হলে প্রকৃত টি এবং প্রতিদিন ডিএ হিসেবে ৪০০.০০ (চারশত মাত্র) টাকা প্রদান করা হবে।

(xii) চুক্তিভিত্তিক লাইন কুর্গণের ৯ম চুক্তি সমাপনান্তে সংযোজনক ভাবে চাকুরী শেষে সর্বশেষ সাকুল্য বেতনের ভিত্তিতে বাংসরিক একটি হিসেবে পূর্ণ চুক্তি সংখ্যা গণনা পূর্বক সংশ্লিষ্ট পরিস হতে এককালীন আর্থিক সুবিধাদি প্রাপ্ত হবেন। কমপক্ষে ধারাবাহিক ভাবে ০৫ টি চুক্তি সংযোজনক ভাবে সম্পাদন করলে এ আর্থিক সুবিধাদি প্রযোজ্য হবে। তবে কোন মামলা বা অনিয়ম কিংবা দাপ্তরিক শৃংখলা পরিপন্থী কাজে সংশ্লিষ্টতা থাকলে তিনি এই সুবিধা থেকে বঞ্চিত হবেন।

(xiii) যেহেতু লাইনকুর্গণ যুক্তিপূর্ণ কাজে নিয়োজিত থাকবেন, সেহেতু প্রতি বৎসর অন্যান্য কর্মচারীর ন্যায় তাদের জন্য জীবন বীমা করা হবে এবং তাদের ক্ষেত্রে **workman compensation scheme** প্রযোজ্য হবে। এক্ষেত্রে সংশ্লিষ্ট পরিস উক্ত বীমার টাকা পরিশোধ করবে। তাছাড়া সমিতি কর্তৃক বুট, টুলস এবং ইউনিফর্ম প্রদান করা হবে। বাসা বরাদ্দ প্রদান করা হলে মাসিক সাকুল্যে বেতনের ১০% কর্তন করা হবে।

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(Md. Mezibur Rahman)
Consultant TAPP BREB


(Md. Duhidul Islam)
Consultant TAPP BREB


(Md. Muzammel Huj)
Consultant, TAPP, BREB


(Md. Abdul Khaleque)
Consultant TAPP BREB


(Md. Ahsanul Haque)
Consultant TAPP BREB


(Debasish Chakraborty)
PD, TAPP, BREB

৬২১ তম বোর্ড সভায় অনুমোদিত সিদ্ধান্ত নং ১৭৭০০


(Kamrul Ahsan Mollick)
Asst. Secy. (Board), BREB.