



# gkfn 6lnsdsf kl/j tgsf ; jfxsxz



/fdZj / sdf{fo{  
gfoa kqGw lgbZs -hljJ\_

nfdj[k]j j dgk15 gkfn b'; ~rf/ ; :yfg lj =, =  
@)^! ; fn azfv ! utaf6 gkfn b'; ~rf/ sDkgl  
Inld6\$sf]z;kdf kl/j tG ePsf]5 . kl/j tG afw  
u/fpg / gkfnspf]Psdqf kqV b'; ~rf/ lgsfosf]  
z;kdf /x\$]tyf /xg]ck]ff ul/Psf]b'; ~rf/ ; :yf  
xf]eg]:yflkt u/fpg Joj ; flos gfdsf]z;kdf gkfn  
b'; ~rf/ sDkgl Inld6\$nf0{gkfn 6lnsdU sf]z;kdf  
k|tt ul/Psf]5 . ; flas gkfn b'; ~rf/ ; :yfg /  
gofFgkfn b'; ~rf/ sDkgl Inld6\$nf0{xfn ; jG  
.gkfn 6lnsdU s}gfdaf6 lrlgG5 .

xfdlngfd t kl/j tG u{of}; f0gaf\$klg kl/j tG  
u{of}; ; fh; Hhfsf ; fy cuhl, gkfnl bjdf cuhl  
gfd .gkfn 6lnsdU /fVof}; sfd s]eoft < u{Xsn]  
kl/j tGaf6 s]kfp t < bzn]s]kfpgeof< ol ofj t  
kZgxz ; a]t/af6 ; w}ef0/g]u/\$f 5g\ s; \$; h]  
t .k/fg]/S; L, af]n dfq gofFeg]klg u/\$f 5g\  
t/ gkfn 6lnsd ol ofj tV°f lgj f/Ofdf sDkgl  
ePs}ldltblv sl6a4 e0{cufl8 al9/x\$]5 .

gkfn b'; ~rf/ ; :yfg g}klg gkfnspf]; fj klgs  
; :yfgdf :yfkgsfn @)#@ ; fnblv @)^) r}  
d; fGt; Dd ; w}gkndf rln/x\$] ; :yfg xf]. kl5Nnf]  
; dodf t sl/a @=# j 6f gkndf rlg]; :yfdWo]of]  
Pp6f ; :yf /Aof]. ; aegbf a9L /fh:j >L % sf]  
; /sf/nf0{aenpg ; kmn e0{s/ lj efuaf6 dx[Ej kOf]  
Joj ; flos ; :yf (**Commercially Important  
Person-CIP**) sf]ku/L kfPsf]; :yf klg xf]. t/  
u{Xssf] dfucg}ksf] b'; ~rf/ ; ]f kfofpg  
g; Sghufotsf ; ]f:t/; DaGwl yk}hguGf; f]gePsf  
xfQgg\ b'; ~rf/sdl\$]xl]; ot]o; tkm[ug]g]yk}

sfd 5g\eg] :jLsf/ ug]kg]afllotf 5 . k|tt nydf  
gkfn 6lnsd ePk15 ; wf/sf nflu s}S]kpf; xz  
ePsf 5g\ ; Hf]kdf pIny ug]kpf; ul/Psf]5 .  
kl/j tGsf nx/xz / nlo lgwfZOf

gkfn b'; ~rf/ ; :yfg .gkfn 6lnsdU ePs}lbg  
. /fi6gdff xdf]nlo]eg] gofFkQf u/\$f]5 . b'; ~rf/sf]  
dfllodaf6 /fi6gdff ug]dxfg\nlo cfkm]cl3 ; f/\$f]  
5 . o; nf0{; kmn kfg]yk}qmfnsfkx; kl/De e0; s\$  
5g\ u{Xssf]dVo ugf; f]dfUgf; fy hg; S}; yfgdf klg  
6lhnkg kfpkg]s/fnf0{cfw/ dfg] rfn"K-rj i]lG  
of]hgdf lj :tf/ ul/g]k|tflj t 6lhnkg nf0gnf0{rf]ygf  
j [4 u/L ; ]f sfoGnd kl/De ul/; lPsf]5 . tf//lxt  
CDMA tyf GSM Technology df cfwfl/t b; , b;  
nfv nf0g 6lhnkg lj :tf/ ug] sfoGnd sfofGj ogsf]  
qndf /x\$]5 . gkfn 6lnsd ePsf]Ps jif{glatb}ol  
Technology af6 rfx\$]; dodf gkfnspf zx/ tyf  
zx/f]dV lfd]df 6lhnkg lj t/Of sfo{kl/De xG\$ . lgs6  
eljiodf gkfn 6lnsdn]gofFg/f .3/-3/df 6lhnkg  
xft-xftdf dfaf0n km]Gul /Vgkg]xG\$ . o; eg}k  
clw/fhosf]hg; S}; yfgdf hg; S}gkfnl]3/df / xtdf  
6lhnkg kfofpg]nlocg}k sfoGnd cufl8 a9fpgkg\$ .

gkfn 6lnsdsf]; a}klj lw lj bZaf6 cfoftlt  
cGt/f]6@:t/sf] klj lw xf]. clwsfz blf klj lws  
sd{f/laf6 klj lws sfd ePsf]5 . clwsfz u{Xsxz sf  
ugf; fxz Joj :yfkG tyf sd{f/lx; tkm[nllot bl]V65 .  
j f:tj df ; :yfsf]pGglt, cjGglt, Joj :yfkG / sd{f/ldf  
g}ge/ /xG5 . ; E7g rnfpg]g}JolQmn]xf]. klj lw  
hlt; S}lj sl; t eP tfklg, ; f]; fwg hlt; S}eP klg  
szn Joj :yfkG ePg eg]; f]; fwg tyf klj lw To; }v]  
hfG5 . clj sl; t dhs vf; u/L gkfn]df ; f]; ; fwg,  
klj lweGbf Joj :yfkSlo zhl, ; f]; ; :sf/, k]Q cflb  
s'; :sf/n]a9leGbf a9L ; :yfxz kl]8t ePsf]bl]V65 .





cfofhgf : jls[ ul/Psf]5 . uPsf]\$, % dlxgfleq  
 sl/a %\$ hgf k@Gws tyf j/i7 clws[xz]af6  
 o; lsl; dsf] % \$ j 6f cfof]hgf k|tfj; lxtsf]tflnd  
 ; DkGg ePsf]5 . tflnd ; DkGg ePsf]# dlxgfleq  
 cfof]hgf sfof]j og ; DkGg ugk5{. tflnds}cEsf]  
 z kdf k|o\$ ; xefulsf]cfof]hgf # dlxgk15 cgludg  
 ul/g\$ . rfn" cf-j-aeq sDtldf tx \* ; Ddsf]  
 clws[ df o; lsl; dsf] tflnd ; DkGg ul/g\$ .  
 xfn : 6fkm sn]hdf \$) hgf / tflnd s]bdf !\$  
 u/l hDdf %\$ hgf ; xefuln]lgDg lrf]sf] % \$ j 6f  
 cfof]hgf k] u/\$f 5g\  
 cfof]hgf lrf]x; cfof]hgf ; wof k|tzt  
 -s\_ ; j]f lj : tf/ ^ !)  
 -v\_ pTkfbsTj j]4 / nfut !^ #)  
 lgoGqOf  
 -u\_ ufxs; DaGw ; wf/, ( !&  
 Jofk/ k]4g tyf dfs]a  
 -3\_ Joj : yfkslo zhl ; E7g @# \$#  
 ; wf/ tyf sfoklftf j]4 %\$ !))  
 hDdf  
 ; xeful tyf cfof]hgfsf] ; rL, cg; rldf ; nlg  
 ul/Psf] 5 . k|tt 6]ahaf6 clwsfz ; xefulx; n]  
 Joj : yfkslo ; wf/ / pTkfbsTj j]4df hf\$ lbPsf]  
 b]vG5 . ufxs ; DaGw ; wf/ / ; j]f lj : tf/nf0{ t] f]  
 tyf rfyf] kfyldstf lbPsf] b]vG5 . klxnf] ; dxsf]  
 df3 dlxgdf, bf] f] ; dxsf]knug dlxgdf / t] f] ; dxsf]  
 r; dlxgdf k|lt ; dliff tyf cgludg ul/g\$ . of]  
 cfof]hgfsf] ; kmn sfof]j ogaf6} gkfn 6]nsdsf]  
 kl/j tGsf]rfxgfnf0{ : ki6 kfg\$ . sd; \$d clxn] % \$  
 hgf Joj : yfks tyf j/i7 clws[xz]n]cf]cg]sfozhl,  
 sfoklftf, nfut lgoGqOfh : tf dx]j kOf; wf/sf sfdx;

kf/De u/\$f 5g\  
 ; jfxsx; cujfx; k|tlglwx; ol %\$ hgf /x\$  
 5g\  
 ol %\$ af6 sDtldf ! ) hgf sd{f/lx; koflj t  
 eP eg]gkfn 6]nsdsf]kfF xhf/ sd{f/lx; kl/j tG  
 xg w]}; do nflu]b]vG .  
 ; dfh kl/j tGzln 5 . JolQm ; :yf ; do; fy kl/j tG  
 xg clg]fo{ 5 . ; :yf ; E7gsf] dVo cE g]hgziQm  
 xf]. hgziQm ; do; fklf blf, szn, pTk|/t ePdf dfq  
 ; :yf ; E7g ; kmn xg ; S5 . Ps k6ssf] ; kmn ; :yf  
 ; w]; kmn e0/xg klg ; Sbg . Ps k6s ; kmn JolQm ; w]  
 ; kmn xBg . ; w]; kmn xg, lg/Gt/ ; do; fklf rNg ; Sg  
 cfk]hf0{ ; wf/ ub; cfj Zostfcg; k lg/Gt/ kl/j tG  
 ug]xgk5{. ctMl ; Sg] knl/ l ; Sg] ; wf/ ug]knl/ l ; Sg]  
 lg/Gt/ rln/xgk5{. sfof]j ogaf6 l ; Sg] uNtlaf6 l ; Sg]  
 tflndaf6 l ; Sg] xflsdaf6 l ; Sg] ; xof]ulaf6 l ; Sg]  
 ufxsaf6 l ; Sg] l ; ls/xg]. of]lg/Gt/ l ; ls/xg]kOf; af6  
 dfq kl/j tG ; Dej 5 . gkfn 6]nsd oxl qmdaf6  
 ulh/x\$]5 . l ; Sg klg l ; Sgk5{ (Learn to Learn).  
 /fi6dgd]sf]dxfg\nlo lnPsf]gkfn 6]nsdsf] %  
 xhf/ sd{f/l]nlo ufxsnf0{ ; Gt16 kfg]lg/Gt/ vZl  
 kfg]f s]b]t /xgk5{. o; hf0{ s]b]lAgb' agf0{ ; a}  
 sd{f/lx; sf] ; a}sf, sf/faf/ ufxs ; j]fdf nllot xg]  
 u/l sd{f/lx; sf] gf/f . ufxs ; j]fdf ; dlk]U pNn]  
 ePsf] 5 .  
 o; kof]hgfsf nflu gkfn 6]nsdsf % xhf/  
 sd{f/lx; dVo z kdf kl/j tGsf ; jfxsx; xg\  
 xfn kl/j tGsf] ; jfxssf]gt]j sd{f/l olgogx; j/i7  
 clws[xz]af6 kf/De ePsf] 5 . Joj : yfkg, j/i7  
 clws[xz / olgogx; sf] ; sf/flDs j tGfg ; f] kOf; n]  
 lg/Gt/tf kPdf gkfn 6]nsdsf]gfdcg; ksf]sf, Nofpg  
 kSs]klg w]}; do nflu]b .

Annex

Group –A  
 Project Summary Sheet

S.N.	Participant's name	Participant's post & Office	Name of the intervention Project
1.	Mr. Buddhi Prasad Acharya	Manager (Financial Mgmt & Budget)	Financial planning system
2.	Mr. Narayan Mahat	Manager (HRD)	Computerization in HRD
3.	Mr. Vishnu Kasaju	Manager (Access Network Planning Dept.)	Role of access network planning department in present scenario
4.	Mr. Sudhir Prasad Aryal	For Manager (K.R.D. Finance)	Improving customers' monthly bill payment services.



5.	Mr. Madhu Sudan Karmacharya	Manager (Switching planning Dept.)	Planning procedures for qualitative telecom services to customers.
6.	Mr. Narahari Das Joshi	Manager (Computer Department)	Internet protocol (IP) Backbone project.
7.	Mr. Rajendra Nakarmi	Act. Manager (Works Manager (KRD))	Telephone line distribution
8.	Mr. Ramesh Kumar Shrestha	Manager (Internal Audit and Inspection)	Enhancing performance and competency of Audit Staff.
9.	Mr. Nara Narayan Manandhar	Manager (New Service Directorate)	Home maintenance service for internet customers
10.	Mr. Yadav Raj Sharma	Manager (Finance Department)	Accomplish the work in the same day
11.	Mr. Chandra Ratna Bajracharya	Manager (T.T.C.)	Redesign of performance feedback of training.
12.	Mr. Kamal Prasad Bhattra	Manager (Billing Department)	Remote bill prining.
13.	Mr. Jeevan Ratna Shakya	Manager (Power department)	Strengthening of the department by rearrangement and training of existing manpower.
14.	Mr. Babu kaji Shakya	Manager (Transmission Department)	Emphasis on punctuality
15.	Mr. Madan Sharma	For Manager (Civil Department)	Improve the ways of timely maintenance
16.	Mr. Shiva Bhusan Lal	Manager (Development Department)	Restructuring of Development Dept.
17.	Mr. Baburam Pokharel	Manager (Transmission project Implement Department)	Improvement of Project execution in current situation.
18.	Mr. Anawar Shah	Manager (Network proj. Imp. Dept.)	Project Implementation
19.	Mr. Badri P. Bastola	Manager (Revenue Department)	Problems im counters
20.	Mr. Yagya Bahadur Karki	Manager (Recruitment Committee)	Computerization of personnel record for promotion purpose.

**Annex**

**Group-B**  
**Project Summary Sheet**

S.N.	Participant's name	Participant's post & Office	Name of the intervention Project
1.	Mr. Niraj Adhikari	Fiscal Officer (Finance Department)	Conflict Management on insurance policy
2.	Mr. Binaya Kumar Chalise	Fiscal Officer (Development Dep.)	Fixed assets Capitalisation of Access Network.
3.	Ms. Gunkeshari Pradhan	Snr. Exe. Engineer (New Service Directorate)	Change in work culture for Maximum work time.
4.	Mr. Lochan Lal Amatya	Snr. Exe. Engineer (Computer Dept.)	Restructuring of Computer Dept. to increase Efficiency on support.
5.	Mr. Surya Pokherel	C.A. (Revenue Department)	Effective financial Reporting in Nepal Telecom
6.	Mr. Subhas Bajracharya	Deputy Manager (New Service Directorate)	Improved Service Through Better Co-operation and Change Attempt in the Traditional Way of Customer
7.	Mr. Rabindra Nath Yadav	Manager (Central Store)	Storage Problem in Nepal Telecom
8.	Mr. Swayambhu Bajracharya	Snr. Exe. Engineer (Rural Service Department)	Procurement process Improvement.
9.	Mr. Bijaya Kumar Thakur	Snr. Exe. Engineer (Optical Network Project)	To meet the Telephone Demand Target in Patan Telephone Exchange.
10.	Mr. Krishna Prasad Ghimire	Snr. Exe. Engineer (Optical Network project)	Strengthening Power System of Optical Network



11. Mr. Promod Kumar Parmar	Snr. Exe. Engineer (Network Project Implementation Department)	Motivation on Works in Project office.
12. Mr. Krishna Gopal Joshi	Fiscal Officer (Billing Department)	System Requirement Study for ABS of CDMA
13. Mr. Dinesh Dev pant	Station Manager (Sagarmatha Earth Station)	Inventory Management System for Sagarmatha Satellite Earth Station.
14. Mr. Promod Kumar Gurung	Manager (New Service Directorate)	Pre-paid mobile telephone distribution
15. Mr. Girish Man Shrestha	Snr. Exe Engineer (Access Network Planning Department)	Tracking Inventory : Cable Network (Underground cables)
16. Mr. Pradip Raj Upadhaya	C.A. (Internal Audit & Inspection)	Enhancing Internal Audit Effectiveness in Nepal Telecom
17. Mr. Birendra Bdr. Shakya		VSAT
18. Mr. Madan Bahadur Malla	Chief Administrative Officer (HRD)	ljefulo sf/afxl ePsf sdf(f/lx¿sf] /\$8{cBfj lws /Vg].
19. Ms. Dilli Devi Tuladhar	Chief Administrative Officer (Padpurti Sachibalaya)	kbklt{; ldl tyf ; lrj fnoaf6 ugkgI sfo¿¿sf]lgb]zsf tof/ kfgI
20. Mr. Gautam Manandhar	Manager (Fixed Assest Department)	sDko6/ a] nh/ l; :6d

**Annex****Group-C  
Project Summary Sheet**

S.N. Participant Name	Participant's post & Office	Name of the Intervention Project
1. Mr. Rajendra Shrestha	Deputy Fiscal Officer (Regional Directorate Dhangadi)	Proper store management of Cable and V-SAT Equipment
2. Mr. Amar Nath Jha	Office Incharge (Nepalgunj Telecom office)	Distribute 2000 New Lines in Pokhara City from one Room service.
3. Mr. Sanu Prasad Maharjan	Deputy Fiscal Officer (Western Regional Directorate)	Computerization of store ledger keeping.
4. Mr. Khadga Bahadur Basnet	Snr. Exe. Engineer (Eastern Regional Directorate)	Managing the O/S Network Project.
5. Mr. Rudra Bahadur Kandel	Deputy Fiscal Officer (Central Regional Directorate)	k/fgf]; fdfg Innfd ugI
6. Mr. Ashwini Kumar Karki	Telecom Office, Birtnagar	d¿ cf; fdl cBfj lws ugI
7. Mr. Kedar Prasad Pokhrel	Office Incharge (Birtamod Telecom Office)	6]hkrñ nf0g lj t/0f ugI
8. Mr. L.K. Lal Das	Office Incharge (Dhangadi Telecom Office)	Outside Cable Network, Mobile, P.G.
9. Mr. Trailokya Sharma Kharel	Fiscal Officer (Pokhara Telecom Office)	Customer Care System
10. Mr. Shyam Pd.Shukla Adhikari	Snr. Exe. Engineer (WII Project, Bhairahawa)	Restoration of telephone lines operated from MARTS repeater station Kirtipur by WILL System
11. Mr. Shiva Ram Rajbanshi	Eastern Regional Directorate, Biratnagar	To implement preventive maintenance of the power equipments.
12. Mr. Krishna Dev Sha	Office Incharge (Palpa Telecom Office)	Telephone Line Distribution
13. Mr. Yogendra Nath Shrestha	Office Incharge (Dharan Telecom Office)	Preventive Maintenance of Outside Network.
14. Mr. Vindo Kumar Roy	Office Incharge (Dhankuta Telecom Office)	