1. **SHORT TITLE AND COMMENCEMENT:** With the approval of BSNL Board, the following rules relating to recruitment of Management Trainees of BSNL are hereby made;

   1.1 These rules may be called the **BSNL Management Trainees Recruitment Rules, 2013**;

   1.2 They shall come into force on the date of their publication by the BSNL.

   1.3 Powers for relaxation/ modification/ amendment to these rules will vest with the BSNL Board.

2. **DEFINITION:** In these rules unless the context otherwise requires,

   2.1 **Government:** Means Government of India.

   2.2 **Department:** Means Department of Telecom.

   2.3 **Company:** Means Bharat Sanchar Nigam Limited (BSNL, a Government of India Enterprise) having its registered office at New Delhi.

   2.4 **Board:** Means the Board of Directors of the Company and includes in relation to the exercise of power by any committee of the Board/ Management or any Officer of the Undertaking to whom the Board delegates any of its powers.

   2.5 **Functional Stream:** Means the discipline to which the officer has been recruited, viz. Operations, Finance, Civil, Electrical, Architecture, etc.

3. **Appointing Authority:** Appointing Authority will be CMD, Bharat Sanchar Nigam Limited.
4. The Management Trainee shall be appointed in IDA pay scale of Rs. 24900-50500 (E-3 level) (revised w.e.f. 01-01-2007)

5. **Number of posts:** Management trainees shall be recruited against 50% of STS equivalent level posts as decided for filling-up by BSNL Management for each year. The requirement of management trainees shall be worked out before each recruitment process based on the actual need of the Company. Further, for every recruitment process, the breakup of various Functional Streams shall be decided by the Company, from time to time.

6. The Management Trainees shall be recruited to the Functional stream/post of a particular discipline from amongst the following:

   - External Candidates – Appointed from eligible external candidates
   - Internal Candidates – Appointed from eligible Internal Candidates.

7. **Ratio of Internal vs. External Candidates:** The ratio between Management Trainees [External] and Management Trainees [Internal], will be as under:

   a. Management Trainee [External] 50%
   b. Management Trainee [Internal] 50%

8. **Eligibility Conditions:**

8.1 **Nationality:** The candidate should be Indian National.

8.2 The educational Qualifications, Maximum age limit, method of recruitment, probation period etc. shall be applicable as per enclosed schedule.

9. **Mode of Recruitment:**

9.1 All the candidates, whether external or internal, shall be screened to undergo the similar recruitment process i.e Assessment process (comprising cognitive, management aptitude and technical sections) + group discussion + structured interview.

9.2 The selection shall be based on merit in the Competitive Examination as prescribed for Internal and External candidates prepared on the basis of weightage as under:

<table>
<thead>
<tr>
<th>i)</th>
<th>Assessment Process</th>
<th>75%</th>
</tr>
</thead>
<tbody>
<tr>
<td>ii)</td>
<td>Group Discussion</td>
<td>12.5%</td>
</tr>
<tr>
<td>iii)</td>
<td>Interview</td>
<td>12.5%</td>
</tr>
</tbody>
</table>

9.3 Unfilled posts of any quota [internal or external], if any, shall be transferred to common pool in the subsequent recruitment, if required by the Management.
10. The Recruitment year of the selected candidates shall be year of declaration of result.

11. **Training and Probation:** All Management Trainees [External as well as Internal] will remain on probation of two years running **concurrently** with training schedule of 52 weeks as per details given below:

11.1 **External Candidates:** The External Candidates will undergo following training – Total 52 weeks [One year] including examinations during training:

11.1.1 Common Managerial Training – Total 13 Weeks.

11.1.2 Training related to Functional stream – 13 Weeks.

11.1.3 On Job Training - 26 weeks.

11.1.4 If the candidate fails to successfully complete the training including the examination during training, then his/her probation-cum-training shall be extended by 6 months, followed by Examination. He/she will be placed below in seniority than the officers who have already cleared the exam.

11.1.5 On failure in successful completion of training including examinations during the period of training even in extended period, his/her appointment/selection to BSNL shall be treated as cancelled.

11.1.6 The seniority among the external candidates will be fixed on the basis of marks obtained in the selection process through the three stages.

11.2 **Internal Candidates:** The internal candidates will undergo following training – Total 52 Weeks [One Year], including examinations during training:

11.2.1 Nine [9] months Management Course including 13 weeks common managerial training for all functional streams.

11.2.2 Three [3] months on the job training in assigned Functional stream after successful completion of Management Course.

11.2.3 If the candidate fails to successfully complete the training including the examinations during training, then his/her probation-cum-training shall be extended by 6 months, followed by Exam. He/she will be placed below in seniority than the officers who have already cleared the exam.

11.2.4 On failure in successful completion of training including examinations during training even in extended period, his/her appointment/selection as Management Trainee
shall be treated as cancelled and official reverted to his/her earlier grade.

11.2.5 The seniority among the internal candidates will be fixed on the basis of marks obtained in the selection process through the three stages.

12. Career Progression:

12.1 Appointment as Manager (MT): On successful completion of 52 weeks training, the officer shall be appointed as Manager (MT).

12.2 To be promoted as Assistant General Manager on working as Manager (MT) for two years subject to being adjudged fit for promotion.

12.3 Further career progression for promotion to higher grades shall be regulated by BSNL MSRR-2009 with subsequent modifications.

12.4 Career progression will be governed by the provisions of BSNL MSRR-2009.

13.0 Inter-se-Seniority

13.1 Inter-se-seniority amongst Management Trainees, External and Internal, for any Recruitment year shall be as prescribed in Paras 11.1.6 and 11.2.5 above. However, ratio of fixation of seniority between Management Trainee [Internal] and Management Trainee [External] shall be 1:1 beginning with the Internal candidate.

13.2 Inter-se-seniority in Manager’s grade (STS equivalent): The inter-se-seniority at the STS level shall be fixed as given below:

| I  | Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list |
| II | Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list |
| III| Management Trainee [Internal]- as per gradation list |
| IV | Management Trainee [External]- as per gradation list |
| V  | Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list |
| VI | Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list |
| VII | Management Trainee [Internal]- as per gradation list |
| VIII | Management Trainee [External]- as per gradation list |
| IX | Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list |
| X  | .................and so on |

14 Liability for transfer: Persons appointed to the Management Trainee posts shall be liable for transfer anywhere in India/ at any place falling in the operational area of BSNL.
15 **Disqualification: - No person -**

- Who has entered into or contracted a marriage with a person having a spouse living
- Or
- Who, having a spouse living, has entered into or contracted marriage with any person.

Shall be eligible for appointment.

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing exempt any person from the operation of this rule.

16. **Saving:** Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, Other Backward classes, Ex-Servicemen, and other special categories of persons in accordance with the orders issued by the Government from time to time.

17. **Residuary matters:** In regard to matters not specifically covered by or under these rules, the persons appointed will be governed by the rules, regulations and orders decided upon by the Company.

\[\text{Signature}\]

(A.K. Jain)
Sr. General Manager (Pers.)
# Annexure - A

## Schedule to the Recruitment Rules of MTs [MT RR-2013]

### Essential qualifications for Management Trainees, External & Internal

<table>
<thead>
<tr>
<th>Functional Streams</th>
<th>Educational Qualification</th>
</tr>
</thead>
</table>
| **Telecom Operations** | Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the following disciplines:  
1. Telecommunications  
2. Electronics  
3. Computer/ IT  
4. Electrical  
PLUS  
MBA or M.Tech  
B.S. with 1st Division (in Physics & Math)  
PLUS Work experience in BSNL- 4 years as executives (On the last date of application) |
| **Finance** | CA/ICWA/CS  
(On the last date of application)  
CA/ICWA/M.Com/CS  
PLUS Work experience in BSNL- 4 years as executives (On the last date of application) |
| **Civil** | Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:  
1. Civil  
PLUS  
MBA or M.Tech  
Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:  
1. Civil  
PLUS Work experience in BSNL- 4 years as executives (On the last date of application) |
| **Electrical** | Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:  
1. Electrical  
PLUS  
MBA or M.Tech  
Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:  
1. Electrical  
PLUS Work experience in BSNL- 4 years as executives (On the last date of application) |
<table>
<thead>
<tr>
<th>Architects</th>
<th>Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:</th>
<th>Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Please see Note.1 &amp; 2]</td>
<td>1. Architecture PLUS MBA or M.Tech.</td>
<td>1. Architecture PLUS Work experience in BSNL- 4 years as executives (On the last date of application)</td>
</tr>
</tbody>
</table>

Note:

1. The external candidates applying for Management Trainees in Engineering streams [Operation, Civil, Electrical & Architects] should possess the degree in Engineering with minimum 60% marks [55% for SC / ST candidates] and should have completed the course on a regular full time basis on the last date of application.

2. The external candidates applying for Management Trainees in Engineering streams [Operation, Civil, Electrical & Architects] should possess MBA (or its equivalent from recognized/reputed Indian institute/University recognized under Indian Laws on the last date of application), Or, M.Tech.
## SCHEDULE
### MANAGEMENT TRAINEES IN BSNL

<table>
<thead>
<tr>
<th>Name of Post</th>
<th>Number of Posts</th>
<th>Classification</th>
<th>Scale of Pay</th>
<th>Whether selection by merit or selection-cum-seniority or non-selection post</th>
<th>Age limit (Maximum)</th>
<th>Whether benefit of added years of service admissible</th>
<th>Educational and other qualification required for Direct Recruits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management Trainee (MT)</td>
<td>To be notified for each recruitment</td>
<td>Executive</td>
<td>Rs. 24,900-50,500/- (IDA revised w.e.f.01.01.2007)(E3)</td>
<td>Selection by merit</td>
<td>MT [External]- 30 years</td>
<td>N/A</td>
<td>As per Annexure-A to this schedule</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>MT [Internal]- 40 Years (20 years for first batch of internal candidates)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Maximum age limit to be relaxed in case of reserved category candidates as per Government guidelines</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Maximum Age limit to be reckoned as on 1st August of the year of Examination</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# SCHEDULE

## MANAGEMENT TRAINEES IN BSNL

<table>
<thead>
<tr>
<th>Whether age and educational qualification prescribed for direct recruits will apply in the case of promoted</th>
<th>Period of probation, if any</th>
<th>Method of recruitment whether by Direct Recruitment or by promotion or by deputation/absorption and percentage of posts to be filled by various methods</th>
<th>In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made</th>
<th>If a BSNL Promotional Committee exists, what is its composition</th>
</tr>
</thead>
<tbody>
<tr>
<td>.....9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>Age limit: as prescribed under column 6</td>
<td>Two years</td>
<td>Selection by merit through competitive exam based on scores from assessment process, group discussion, interview carrying 75%, 12.5% and 12.5% weightage respectively (i) for external candidates - 50% seats (ii) for internal candidates - 50% seats</td>
<td>All regular BSNL executives possessing the prescribed eligibility conditions (on the last date of application) shall be eligible to appear in the selection process. Maximum three attempts shall be permitted to the internal candidates</td>
<td>For promotion to Asst. General Manager (AGM) Level and above as per BSNL MS RRs 2009.</td>
</tr>
</tbody>
</table>