



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**

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Finance Secretary
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Mob:- 9435599357

No:- AIBSNLEA CHQ/Dir HR/JTO(T) LICE/25-28/106

Dated:-31.10.2025

To,

**Dr.Kalyan Sagar Nippani Ji,
Director(HR) Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhavan, Janpath, New Delhi-110001.**

Sub:- Streamline the eligibility condition for Departmental Candidates for Written Limited Internal Competitive Examination (LICE)-2025 for Promotion to the Grade of JTO (Telecom) – Regarding

Ref:- 1. Letter no:- BSNLCO-11/13(12)/1/2025-RECTT-CO

Dated:- 09/09/2025.

2. Corporate Office_ No. BSNLCO-A/16(12)/2/2022-EST AB/1

DT. 31-12-2022.

Respected Sir,

We respectfully draw your kind attention to the subject cited above and submit the following for your kind consideration:

Limited Internal Competitive Examination (LICE) for promotion to the grade of Junior Telecom Officer (Telecom) [JTO (T)] under the 50% internal quota for the vacancy year 2024 has been notified vide reference No. 1. In this regard, several representations have been received from departmental candidates seeking permission to appear in the said examination.

As per the JTO (T) Recruitment Rules (RR)-2023(Ref.no-2), the educational and other eligibility criteria for Direct Recruits and Internal Candidates are defined in Columns 7 and 11, respectively.

- For Direct Recruits, candidates having BE/B.Tech in Telecommunications/Electronics/Radio/Computer/Electrical/IT/Instrumentation or M.Sc. in Electronics/Computer are eligible.
- For Internal Candidates, those possessing BE/B. Tech in the above streams or Three year Diploma in Telecommunications /Electronics /Radio /Computer/Electrical/IT/Instrumentation or B.Sc. in Electronics/Computer Science/Physics/Mathematics are eligible.

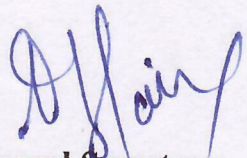
While the Recruitment Rules provide certain relaxation for internal candidates by including B.Sc. qualification but those who have completed B.E./B.Sc. in other streams like:- Mechanical/Chemistry etc. they are not permitted to appear, even though they have been serving BSNL diligently for many years.

Furthermore, as per **Clause 9 of JTO (T) RR-2023(Ref.no-2)**, employees belonging to streams other than Telecom (viz. Telecom Factory, Civil, Electrical, etc.) are also eligible to appear in the LICE in the Territorial Circle where they are presently working.

It is pertinent to mention that a considerable number of internal candidates were initially recruited in Group 'D' and were subsequently promoted to Group 'C' through qualifying in the JE LICE. Several employees have also been appointed on compassionate grounds and may, therefore, possess lower or different academic qualifications. Moreover, when employees from Telecom Factory, Civil, Electrical, and other streams are being permitted to appear in the examination, candidates possessing equivalent qualifications such as Mechanical Engineering etc. may also be given equal opportunity for career growth and enhance their moral & motivation.

In light of the above facts, we earnestly request your good office to kindly consider permitting all internal candidates, irrespective of their specific qualification, to appear in the forthcoming JTO (T) LICE. This will ensure equal opportunity for all deserving employees to advancement of their careers and contribute effectively to the growth of BSNL.

With highest regards,


General Secretary
AIBSNLEA

Copy to:-

1. The CMD BSNL CO, New Delhi.
2. PGM (Rectt.)/PGM(SR) BSNL CO, New Delhi for necessary action pls.

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BSNL Corporate Office, Room No.215,
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EXAMINATION NOTIFICATION

efile no:- BSNLCO-11/13(12)/1/2025-RECTT-CO

Dated:- 09/09/2025

To

The Chief General Managers,
A&N/AP/Assam/Bihar/CTD/CHTD/Chhattisgarh/CNTx-
North/Gujarat/Haryana/Kerala/ Karnataka/MP/MH/NE-
II/OR/Sikkim/TN/ Telangana/UKD, BSNL Telecom
Circles.

Subject:-Limited Internal Competitive Examination (LICE) for promotion to the grade of Junior Telecom-officer (Telecom) [JTO (T)] under 50% internal quota for vacancy year 2024 (01.01.2024 to 31.12.2024).

STARTING DATE & TIME OF ONLINE REGISTRATION OF APPLICATION	Will be communicated separately
LAST DATE & TIME OF ONLINE REGISTRATION	Will be communicated separately
EDITING/MODIFICATION IN APPLICATION DATA BY CANDIDATE	Will be communicated separately
DATE & TIME OF ONLINE EXAMINATION	Will be communicated separately
* Changes in date & time, if any, due to any administrative reason, shall be notified separately. The details can be seen on www.internalexam.bsnl.co.in	
** Candidates may ensure that registration along with payment of fee is completed in time as per the above schedule.	

2. With the approval of the Competent Authority, it has been decided to hold Limited Internal Competitive Examination (LICE) for promotion to the grade of Junior Telecom Officer (Telecom) [JTO (T)] to fill up the vacant posts under 50% internal quota for Vacancy Year 2024 (01.01.2024 to 31.12.2024) (**ANNEXURE-1**) from the eligible candidates of BSNL. Vacancies indicated in Annexure-1 also include carried forward (Backlog) vacancies from the Vacancy Year 2023 which are shown separately against each Circle.

Note:

- The number of vacancies mentioned in **ANNEXURE-1** is tentative and subject to change. Reservation will be effective as per guidelines/policy of the Government of India/ court orders, if any.

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- II. Since the **Jarnail Singh** batch of cases is pending in the Supreme Court of India, any promotion order issued shall be subject to further orders that may be passed by the Supreme Court in the said batch of cases.
- III. The LICE for promotion to the post of JTO (T) under 50% internal quota for vacancy year 2024 shall be conducted as per provisions laid in the Junior Telecom Officer (Telecom) Recruitment Rules, 2023 circulated vide letter Ltr. No. BSNLCO- A/16(12)/2/2022-ESTAB/1 dated 31.12.2022 (**ANNEXURE-2**).
- IV. The LICE shall be held as per the scheme & syllabus for the said examination circulated vide letter no. 5-11/2009-Pers-IV dated 20.10.2009 and modified vide letter of even No. dated 01.11.2011 (**ANNEXURE-3**).
- V. Reservation in promotion for persons with disabilities (PwBDs) will be applicable as per the GOI instructions.

3. Employees in the pay scale of NE9 – Rs. 13600-25420 or above with combined 5 years of residency period as on 1st January, 2024 and below the age of 55 years as on 1st January, 2024 will be eligible for the said LICE, provided they possess the essential qualification as prescribed in Junior Telecom Officer (Telecom) Recruitment Rules, 2023.

4. In case of any doubt with regard to eligibility, schemes and syllabus of the examination, the circles may take up the matter suitably with the cadre controlling authority i.e Establishment Branch of BSNL CO for necessary clarification.

5. There will be a single paper. The details of the Paper and Time Table of the examination will be as under:

Sl No.	Paper No.	Name of Paper	Maximum Marks/No. of Questions	Day & Date	Time (IST) /Duration
1	(Part-A)	General English & General Studies(Objective multiple choice questions)	50 Marks(50 Questions of one Mark each)	Will be communicated separately	3hrs
2	(Part-B)	Technical Paper (Specialization) (Objective multiple choice questions)	100 Marks (100 Questions of one Mark each)		

6. The LICE shall be held online (CBT mode).

- I. All questions will be of Multiple Choice Type (MCQ) in bilingual, i.e. in English & Hindi, except questions for "General English" part. Each question contains four options and the candidate has to select only one correct answer. There would be negative marking and for each wrong answer 25% of the mark of that question would be deducted.
- II. Minimum qualifying marks prescribed is as under:-

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S. No.	Category	Minimum qualifying Marks in each part	Aggregate Marks
1	OC	30%	37%
2	SC/ST/PwBD	23%	30%

Note:-

Please note that there shall be no further relaxation of marks or any other parameter under any circumstances owing to maintenance of efficiency of administration.

7. The said LICE will be held in following 20 BSNL Telecom circles (Andaman & Nicobar, Andhra Pradesh, Assam, Bihar, Calcutta Telephones, Chennai Telephones, Chhattisgarh, CNTx-North, Gujarat, Haryana, Kerala, Karnataka, Madhya Pradesh, Maharashtra, NE-II, Odisha, Sikkim, Tamilnadu, Telangana & Uttarakhand) at their respective headquarters. The details of the BSNL Territorial circles where the LICE will be conducted are given at **ANNEXURE-4**.

8. The employees, who are eligible in accordance with the eligibility conditions as referred in the Recruitment Rules and who desire to appear in the examination should submit the application on-line. Candidates applying for LICE are required to apply online for which link shall be provided through BSNL website www.internalexam.bsnl.co.in, Candidates are advised to visit BSNL Intranet site (www.intranet.bsnl.co.in) for any updates regarding the LICE. The candidates applying for LICE for JTO(T) are required to read all the instructions provided on website www.internalexam.bsnl.co.in before filling the online application form.

Candidates must have valid E-mail ID and Mobile Number at the time of online Registration. After submitting the application on-line, the applicant shall retain a hard & soft copy of the application form for record.

9. The prescribed examination fee shall be Rs.1000/- (Rupees one thousand only) for the OC candidates, and Rs. 500/- (Rupees five hundred only) for the SC/ST/PwBD candidates. The same shall be paid through online mode i.e. Internet Banking, Credit Card, Debit Card etc. The amount of the fee shall not be accepted in any other form.

Candidates are requested to ensure their eligibility for the said LICE before applying for the same. Fee once paid for the said LICE shall neither be refunded under any circumstances nor can be held in reserve for any other examination or selection even if the exam is not conducted due to any reasons. No mode of communication in this regard shall be entertained by BSNL in any case.

10. Candidates are advised to complete their online registration process well before the last date to avoid last day rush/technical glitches/unforeseen circumstances. Online registration process will not be allowed after the last date and all incomplete registrations will be treated as rejected. Candidates will have to download their online application form.

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The candidates shall have to download an Admit Card from the BSNL internal exam website www.internalexam.bsnl.co.in, before the date of the online test by using their user login credential. The admit card will not be sent either by post or by E-mail. BSNL shall not be responsible for server crash problems or delays occurring on the last day of registration.

11.

I. The applicants would be admitted to the examination on the basis of data/information furnished by them and captured during online registration of candidature. The said captured data/information shall be sent to circles for verification of eligibility with respect to service particulars available in Service Book, SAP etc. Candidates are, therefore, once again advised to ensure that they fulfill all eligibility conditions before applying. The applicant must also ensure regarding his Parent circle / category while filling the same in online application.

II. In case it is found at a later stage that the information furnished by an applicant is false or an applicant does not fulfill any of the eligibility conditions, the candidature of such applicants shall be cancelled and no correspondence in this regard shall be entertained. Issuance of an Admit card for the examination will NOT confer candidates any right for promotion/appointment etc. The promotion will be solely subject to fulfillment of all eligibility conditions (& availability of vacancies in the concerned circle), provided by concerned authorities.

12. BSNL shall display/provide the questions & provisional answer key on the same portal soon after the Exam, for a stipulated period, wherein candidate shall be provided with a suitable format to submit their online grievances/queries on question/answer options only on chargeable basis to discourage unscrupulous grievances. The same shall be paid through online mode i.e. Internet Banking, Credit Card, Debit Card etc. On the basis of grievance received from candidates, if any, the final answer key & merit list shall be deployed as per prevailing guidelines.

13. The grievances shall be accepted only through assigned examination portal within the stipulated period only. No other mode of communication shall be acceptable.

14. Issuance of candidate response sheet, score card etc. for the said LICE shall NOT confer candidate any right for promotion/appointment etc. The promotion will be solely subject to fulfillment of all eligibility conditions and magnitude of qualified marks secured vis-à-vis availability of vacancies. The aspect of Eligibility shall be solely on Circles and therefore circles should ensure that Service particulars of candidates in service Book/ERP are up-to-date in all respect to avoid any kind of pre/post exam discrepancies.

15. Nothing other than specified in the Admit card shall be permitted to be taken inside the examination premises by the candidates. Violation of any of the instructions at any stage will make the candidate liable for disqualification of the candidature without assigning any reason thereof.

16. The concerned circles shall constitute an examination conducting team with suitable nos. of members, wherein an Executive/Officer not below the rank of GM (preferably from HR/Admin sections) would be the Examination Coordinator.

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The Examination Coordinator then shall nominate the Examination Superintendent (ES) not below the rank of DGM or equivalent.

The Examination Coordinator shall also depute Examination Observer (EO) at every exam center irrespective of numbers of candidates. The Examination Observer (EO) should not be below the rank of AGM/DE/EE or equivalent. The Examination Observer (EO) would submit the report to the Examination Coordinator.

The Examination Coordinator shall also depute one nodal officer who are responsible for e-verification of data of candidates in the SAP/ERP after verifying it from the service book.

The duties and responsibilities of Examination Coordinator (EC), Examination Superintendent (ES) and Examination Observer (EO)/ Nodal officer (e-verification) will be sent separately.

The Circles should also intimate the following details in respect of the Examination Coordinator, Examination Superintendent and Examination Observer & Nodal Officer (e-verification) to the undersigned through the E-mail Id:- bsnlrectt@bsnl.co.in:-

- I. Name:
- II. Designation:
- III. Office Address :
- IV. Office telephone Number:
- V. Mobile Number:
- VI. Authenticated BSNL E-mail Address:
- VII. Alternate E-mail Address:

17. ALTTC is requested to arrange for the pre-exam training to all willing applicants including SC/ST/PwBD candidates for aforesaid LICE, as per admissible rules.

18. Promotion on the basis of result of this examination will be subject to the outcome of court cases pending in different courts on the issue related to reservation and also DoP&T instructions issued from time to time and endorsed by Establishment section of BSNL.

19. The decision of BSNL in all matters relating to eligibility, acceptance or rejection of the applications for false information, mode of selection, conduct of examination(s) and allotment of examination centers will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard. Discrepancies regarding eligibility during exam or later shall make candidates liable for rejection of candidature. The custodian of the service book shall ensure all aspects while verifying the eligibility and shall be sole responsibility of eligibility verifying authority.

20. All Circles are requested to bring this notification to the notice of all working eligible employees.

21. BSNL reserves the right to modify/amend any of the terms & conditions of this recruitment at any point of time.

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22. After declaration of result and final answer key, no more grievances/complaints shall be entertained.

P.K.Jha

(Pravin Kumar Jha)
Assistant General Manager (Rectt)

Enclosure:-

1. Circle wise distribution of LICE JTO(T) VY 2024 (ANNEXURE-1)
2. Recruitment Rules of Junior Telecom Officer (Telecom) (ANNEXURE-2)
3. Scheme & Syllabus of LICE Group 'C' employees to the grade of Junior Telecom Officer (Telecom) (ANNEXURE-3)
4. List of Examination centers of LICE Junior Telecom Officer (Telecom) (ANNEXURE 4)

Copy to:

1. PPS to Dir(HR) BSNL Board for kind information please
2. PGM (Estt.) BSNL CO for kind information please.
3. CGM, (ALTTC) BSNLCO for arranging pre-exam training to all willing applicants please.
4. All 20 concerned circles (A&N, AP, Assam, Bihar, Calcutta Telephones, Chennai Telephones, Chhattisgarh, CNTx-North, Gujarat, Haryana, Kerala, Karnataka, MP, MH, NE-II, OR, Sikkim, TN, Telangana & UKD) to ensure to update service particulars of all probable candidates for the said LICE from service book for timely e-verification of eligibility through ERP please.
5. BSNL Intranet Portal.
6. SDE(OL) for Hindi version

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Bharat Sanchar Nigam Limited

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Website: www.bsnl.co.in

Corporate Office
Establishment Branch

No. BSNLCO-A/16(12)/2/2022-ESTAB/1

Dated: 31-12-2022

To

All Heads of Telecom Circles/Metro Districts & Other Administrative Units of BSNL

All PGMs/Sr. GMs/GMs of BSNLCO, New Delhi

Subject: Forwarding of Recruitment Rules of Junior Telecom Officer (Telecom)-2023.

In pursuance of the approval of the Board of Directors of BSNL, the undersigned is directed to forward herewith a set of Recruitment Rules of Junior Telecom Officer (Telecom)-2023 issued on 31.12.2022 for information and further necessary action.

Hindi version will follow.

(Vinod Kumar Sharma)
Deputy General Manager (Establishment)

Copy to:

1. The CMD, BSNL, New Delhi
2. All the Directors of BSNL
3. The CS&GM(Legal), BSNL CO, New Delhi
4. The DDG(Establishment)/Director(Staff)/Director(PSU), DoT
5. CGM(BW)/CGM(EW)/PGM(TF) BSNL Corporate Office
6. The GM(Personnel)/GM(Recruitment)/PGM(SR), BSNL
7. All the DGMs & AGMs of Personnel branch of Corporate Office, BSNL
8. The DGM(Training)/DGM(Recruitment), BSNL
9. The DM(OL) for Hindi version
10. Order Bundle
11. BSNL Intranet

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BHARAT SANCHAR NIGAM LIMITED

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Published by Establishment Branch of BSNL, Corporate Office, New Delhi,

Recruitment Rules of **Junior Telecom Officer (Telecom)** in BSNL
No. BSNLCO-A/16(12)/2/2022-ESTAB/1 **New Delhi, December 31, 2022**

1. Short title and commencement:

- (i) With the approval of BSNL Board and in supersession of the Recruitment Rules of Junior Telecom Officer (Telecom)-2014, the following rules regulating the method of recruitment to the post of Junior Telecom Officer (Telecom) [JTO(T)] in Bharat Sanchar Nigam Limited are hereby made.
- (ii) These rules shall be called the Junior Telecom Officer (Telecom) Recruitment Rules, 2023.
- (iii) These rules shall come into force from 31.12.2022(A/N).

2. Definition: In these Rules, unless the context otherwise requires,

- (i) **Company:** means the Bharat Sanchar Nigam Limited (A Government of India Enterprise), hereinafter called BSNL, having its Registered Office at Bharat Sanchar Bhawan, Janpath, New Delhi.
- (ii) **Board:** means the Board of Directors of the Company and includes in relation to the exercise of powers any Committee of the Board/Management or any other Officer of the company to whom the Board delegates any of its powers.

3. Application: These rules shall apply to the posts as specified in Column (1) of the Schedule annexed to these rules.

4. Number of posts, classification and scale of pay: The number of the said post, its classification and the scale of pay attached thereto shall be as specified in Column 2 to 4 of the Schedule annexed.

5. Method of recruitment, age limit, qualifications etc.: The method of recruitment, age limit, qualifications and other matters relating to the said post shall be as specified in Column 5 to 12 of the Schedule annexed.

6. Disqualification: No Person

- a) Who has entered into or contracted a marriage with a person having a spouse living, or
- b) Who having a spouse living, has entered into or contracted marriage with any person, shall be eligible for appointment to the said post,

AOS

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

7. **Bond & Pre-appointment training:** All candidates recruited against the vacancies for Direct Recruitment shall execute a Bond in the format as specified by the Company to serve in BSNL for a period of **five years** from the date of their appointment as Junior Telecom Officer or for a period as specified by BSNL for the post from time to time.

The selected candidates both against the Direct Recruitment quota of vacancies and internal promotional (LICE) quota of vacancies shall have to successfully undergo training for such period as may be specified from time to time by BSNL. If a selected candidate does not qualify the pre-appointment training in 1st attempt, he/she will be given one more chance to qualify the pre-appointment training examination without fresh training, failing which he/she will not be appointed as JTO and he/she has to appear afresh in the subsequent LICE/Direct Recruitment Examination. During the period of training, the Direct Recruit JTO will be entitled to Stipend (Training allowance) as decided by BSNL from time to time.

8. **Power to relax:** Where BSNL Board is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provision of these rules with respect to any class or category of persons.
9. **Saving:** Nothing in these rules shall affect reservations, relaxation of age limit and other concession required to be provided for the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-Servicemen and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.
10. **Initial Constitution:** All executives holding the post of Junior Telecom Officer on regular basis before the date of commencement of these rules shall be deemed to have been appointed under these rules on regular basis as Junior Telecom Officer.
11. **Liability to serve anywhere in India:** In case of emergencies/exigencies, the persons appointed to the JTO post shall be liable for transfer anywhere in India / at any place falling in the operation area of BSNL in the interest of service.
12. **Interpretation:** Where any doubt arises as to the interpretation of any of the provisions of any of these rules, or the regulations made there under, the matter shall be referred to BSNL Board whose decision shall be final.

AGP

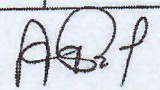
SCHEDULE**Junior Telecom Officer (Telecom) Recruitment Rules-2023**

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection post or non-selection post	Age limit for Direct Recruits
1	2	3	4	5	6
Junior Telecom Officer (Telecom) -JTO(T)	11705	Executive	E-1 IDA pay scale of Rs. 16400-40500 [2 nd PRC pay scale w.e.f. 01.01.2007]	Selection Post	Age limit for Direct Recruits should be between 20 and 30 years as on crucial date. Upper age limit as on crucial date is relaxable :- i) Upto 5 years for SC/ST candidates; ii) Upto 3 years for OBC candidates who are eligible to avail of reservation applicable; iii) Upto 10 years for PWD candidates (15 years for SC/ST-PWD candidates and 13 years for OBC-PWD candidates); iv) For BSNL employees the upper age limit is relaxable up to 5 years (10 years for BSNL-SC/ST, 8 years for BSNL-OBC, 20 years for BSNL SC/ST-PWD, 18 years for BSNL OBC-PWD); v) Ex-Servicemen will get the benefit of age relaxation as per Central Govt. Rules. Note:-The crucial date for determining the age limit shall be the "closing date of receipt of application from candidates"

AGP

Junior Telecom Officer (Telecom) Recruitment Rules-2023

Educational and other qualification required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion (LICE)- percentage of vacancies to be filled by various methods	Eligibility criteria for appearing in Limited Internal Competitive Examination (LICE)	If a Corporate Promotion Committee (C P C) exists, what is its composition (For considering confirmation of direct recruits)
7	8	9	10	11	12
Bachelor of Engineering Degree or equivalent from a Central Govt./State Govt. recognized Institution/University in any of the following disciplines: 1)Telecommunications 2) Electronics 3) Radio 4)Computer 5) Electrical 6)Information Technology(IT) 7)Instrumentation Or M.Sc.(Electronics/M.Sc.(Computer Science) From recognized University incorporated by an Act of the Central or State Legislature in India or/and educational Institution established by an Act of Parliament or declared to be deemed as University under Section 3 of the UGC Act,1956 -as on closing date of receipt of application.	Not applicable	Two years for Direct Recruits	a) 50% by Direct Recruitment. b) 50% by promotion through Limited Internal Competitive Examination (LICE)	50% internal candidates referred to in item (b) in Column 10 will be regulated as follows: a) Employees in the pay scale of NE9-Rs.13600-25420 or above with combined 5 years of residency period in the pay scale of NE9-Rs.13600-25420 or above and below the age of 55 years as on 1st January of the year in which the LICE is initially notified to be held provided they possess the following essential qualification from recognized University/Institution of a Central/State govt. (i).Qualification as mentioned in Column '7' for direct recruits Or (ii) 3 year diploma in any of the disciplines indicated in Column '7' Or (iii)BSc.(Electronics)/B.Sc.(Computer Science) Or (iv) B.Sc with Physics & Mathematics	CPC consisting of the following Officers:- 1. PGM/Sr. GM/GM working in HR of the respective Telecom Circle -Chairperson. 2. One DGM / Jt.GM /Addl.GM from HR side - Member 3. One DGM / Jt.GM / Addl.GM - Member Note: a One member should be from reserved category. b. Clearance from CGM, ALTTC Ghaziabad (who is in-charge of JTO(T) training) should be obtained before confirmation is decided.



JTO (Telecom) Recruitment Rules-2023**Note:**

1. JTO will be Circle Cadre and the unit of recruitment will be the respective Recruiting Circle. CGM of the respective recruiting Circle shall be the Appointing Authority. The proceedings of the Corporate Promotion Committee (CPC) as prescribed in Column 12 of the schedule will be approved by respective CGM.
2. The Direct Recruitment to the post of JTO will be done through open competitive examination or through Graduate Aptitude Test in Engineering (GATE) Score in the disciplines mentioned under column '7' of Schedule of Recruitment Rules of JTO (T) or through any other method as approved by the Management Committee of BSNL Board from time to time. Scheme and Syllabus of Direct Recruitment as well as LICE shall be issued separately.
3. The candidates possessing higher qualifications viz. M.Tech in the prescribed disciplines as provided in column '7' of the schedule for direct recruitment (DR) shall also be eligible to appear in the direct recruitment (DR) examination.
4. The seniority on appointment of candidates in the cadre of JTO (T) shall be determined on the basis of 60% weightage of marks obtained in their respective examination i.e. Direct recruitment Examination or LICE and 40% weightage of marks obtained in pre-appointment Phase-I training. If the combined marks of DR/LICE and Training are same for two candidates, then seniority among them will be decided on the basis of marks obtained in DR/LICE. Further, in case of equal marks obtained by two or more candidates in DR/LICE, the seniority among them shall be determined on the basis of date of birth i.e. older one will be senior to younger one.
5. ***The inter-se seniority of an Executive appointed shall be determined as under:***
 - (i) *Inter-se-seniority between Limited Internal Competitive Examination (LICE) quota and Direct Recruit (DR) quota who are promoted/recruited against the vacancies of the respective quota, would be reckoned with reference to the calendar year in which they join, i.e. year in which they are borne in the cadre, irrespective of the vacancy year or the type of vacancy. However, if senior in the selection panel (review panel) after issue of promotion orders could not join in the same calendar year due to administrative reasons but his immediate junior has joined, then senior will also be considered to have joined in the same calendar year only for the purpose of seniority.*
 - (ii) *Promotees (LICE) or DR Quota appointees who join in a particular calendar year will be placed en-bloc senior to promotees (LICE) or DR Quota appointees who join in subsequent calendar year/years.*
 - (iii) *The rotation of quota based on the percentage of vacancies allocated to LICE (50%) and DR (50%) in the Recruitment Rules will apply for determination of number of vacancies to be filled by the respective quotas in a vacancy year (calendar year).*
 - (iv) *The inter-se-seniority of the persons promoted against LICE and those who are recruited through DR quota (50%) against the same vacancy year and actually join in the same calendar year shall be fixed in a ratio of 1:1 and the appointees shall be given seniority of that calendar year:*

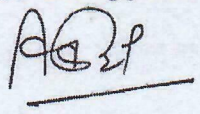


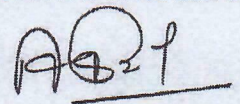
Illustration:

1. JTO (LICE)
2. JTO (DR)
3. JTO (LICE)
4. JTO(DR)
-and so on

They shall not get seniority of any earlier year viz. year of vacancy/panel, or year in which promotion process, etc. is initiated. In case of LICE/DR, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority.

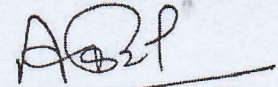
- (v) The inter-se-seniority of the persons promoted against LICE quota (50%) and those who are recruited through DR quota (50%) against the same vacancy year and actually join in the next year or any year subsequent to the vacancy year, the seniority of such persons would be determined with reference to the year of their actual joining to the post (actual joining date means the date on which the person joins in the cadre after completion of first phase (pre-induction) of training prescribed for JTO cadre). Thus, they would get seniority of the year in which they actually join and they shall not get seniority of any earlier year viz. year of vacancy/panel or year in which promotion process etc. is initiated. In case of LICE/DR, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority.
- (vi) If in one calendar year, the LICE promotions and DR recruitment are being carried out for more than one vacancy years, the inter-se seniority for executives joining in same calendar year will be determined as follows:
 - a) For executives promoted in LICE quota (50%) belonging to different vacancy years (joining in the same calendar year), their seniority within the LICE quota will be as per the vacancy year/select panel wise.
 - b) For executives joining in the same calendar year, the inter-se-seniority between LICE quota and DR quota will be on the basis of vacancy year. Those who have joined as a result of earlier selection would be placed senior in the seniority list to those who have joined as a result of subsequent selection of vacancies.
- (vii) If adequate number of LICE promotees or DR Quota appointees do not become available (i.e. actual number of appointees) in a particular year, the rotation of quotas for the purpose of determining inter-se-seniority would stop after available (i.e. actual number of appointees) LICE promotees and DR quota appointees are assigned their slots on their joining in that calendar year. Remaining LICE or DR quota of the concerned selection/panel (same year of joining) would be bunched together in accordance with their position in the panel approved for promotion.
- (viii) If no LICE quota promotee is available (actual number of appointees) in a particular calendar year, actual number of DR quota appointees would be bunched together in accordance with their position approved for promotion. Similarly, if no DR quota appointee is available in a calendar year, actual number of LICE quota promotees would be bunched together as per their position obtained in the selection process.

6. BSNL will resort to direct recruitment of JTO from open market strictly on need basis. BSNL may or may not necessarily go for direct recruitment of JTO every year due to administrative reasons/constraints. As such, directly recruited Executives in



subsequent years will not have any claims for allotment of vacancy year against the vacancy years in which BSNL does not resort to direct recruitment of JTO.

7. Non-Executives (Industrial and Non-Industrial) of Telecom Factories on their selection as JTO(T) after qualifying LICE shall have to give an undertaking to the effect that they will henceforth be governed by prevailing Conduct, Discipline & Appeal(CDA) Rules of BSNL and not by Certified Standing Order (CSO) as in vogue in Telecom Factories. Violation of the same shall tantamount to cancellation of their candidature as JTO (Telecom).
8. For any LICE to be conducted for promotion in JTO (T) grade, in case of availability of eligible candidates in feeder grade (required residency period) is less than 5 times of vacancies for a particular examination, then the Management Committee of BSNL Board is empowered to consider for relaxation in the residency period in the feeder cadre so as to ensure proper competition in the LICE quota.
9. The employees belonging to streams other than Telecom stream (viz. Telecom Factory, Civil, electrical etc.) shall be eligible to appear in LICE in the Territorial Circle where they are presently working.



(Vinod Kumar Sharma)
Deputy General Manager (Establishment)