



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL BRANCH

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

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Recruitment Rules of BSNL Management Services

No. 400-106/2007-Pers.I

Dated: 14th JULY, 2009 at New Delhi

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

1.1 These rules may be called the '**BSNL Management Services**' (herein after to be referred as BSNLMS in short) **Recruitment Rules, 2009.**

1.2 These rules shall be effective from 11th June 2009.

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

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

2.3 **Common Management posts:** The common Management post of SAG Level and above of the BSNL Management Services like HR/Administration/Marketing/Sales etc. where technical expertise is not necessitated by virtue of Telecom operations requirement, may be filled up by Executives at SAG Level and above with requisite Qualifications from any Streams of Management Services on merit basis.

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- 2.4 **Corporate Promotion Committee (CPC)** - A duly formed committee to assess the suitability of the candidate for promotion, in an objective and impartial manner.
- 2.5 **Department:** Means Department of Telecom.
- 2.6 **Functional Stream:** Means the discipline to which the executive has been recruited, viz. Telecom Operations, Finance, Civil, Electrical, Architecture, Telecom Factories and Other Streams.
- 2.7 **Government:** Means Government of India.
- 2.7(a) **Mode of Recruitment:** The mode of recruitment shall be either by examination or interview or examination & interview or Campus Selection.
- 2.8 **Mode of promotion:** There shall be two modes of promotion:
[a] Selection cum Seniority.
[b] Selection by Merit.
The selection process and criteria of merit will be notified as per Managements needs.
- 2.9 **Service:** Means Service rendered in the grade in the substantive capacity.
- 2.10 **Year of Examination:** In respect of absorbed Group "A" officers will have same meaning as prescribed by DOP&T. In respect of Management Trainees, it will be year in which the examination is actually held.
3. **Appointing Authority:** Appointing Authority will be BSNL Board, which means the Board of Directors of the Company and includes in relation to the exercise of power by any committee of the Board or any Officer of the company to whom the Board delegates any of its powers.
4. **BSNL Management Services (BSNLMS):** All the services (say various existing cadres) comprising of Telecom Operations, Finance, Civil, Electrical, Architecture, Telecom Factories and Other Streams shall be known as "BSNL Management Service".
- 4.1 The Executives directly recruited/to be recruited by the company (lateral entry) at the level higher than that of Management Trainees will also be part of BSNL Management Services. Their career progression in BSNLMS will be same unless otherwise mentioned specifically at the time of such induction.

5. Authorized* strength of the BSNL Management Services (BSNLMS):
The existing authorized strength of various constituents of the service, which is subject to change as per work load, are given in schedule below: -

5.1 Telecom Operations of BSNLMS:

Sl. No.	Grade/Level	Pay Scale in Rs (pre revised)	BSNLMS Telecom Operations (Posts)
i.	Executive Director	25000-650-30200 plus Positional Allowance of Rs 2,500 (Equivalent to CDA Rs 22,400-600-26,000)	04
ii.	Chief General Manager / Principal General Manager (Equivalent to HAG)	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	82
iii.a	Senior General Manager [NF]	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	569
iii.b	General Manager (Equivalent to SAG)	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)	
iv.a	Additional General Manager [NF]	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)	1398
iv.b	Joint General Manager [NF]	17,500-400-22,300 (Equivalent to CDA Rs 14,300-400-18,300)	
iv.c	Deputy General Manager (Equivalent to JAG)	16,000-400-20,800 (Equivalent to CDA Rs 12,000-375-16,500)	
v.	DE/AGM (Equivalent to STS)	14,500-350-18,700 (Equivalent to CDA Rs 10,000-325-15,200)	5461

5.2 Telecom Finance of BSNLMS:

Sl. No.	Grade/Level	Pay Scale in Rs (pre revised)	BSNLMS Finance (Posts)
i.	Executive Director	25000-650-30200 plus Positional Allowance of Rs 2,500 (Equivalent to CDA Rs 22,400-600-26,000)	01
ii.	Chief General Manager / Principal General Manager (Equivalent to HAG)	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	08
iii.a	Senior General Manager [NF]	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	59
iii.b	General Manager (Equivalent to SAG)	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)	
iv.a	Additional General Manager [NF]	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)	402
iv.b	Joint General Manager [NF]	17,500-400-22,300 (Equivalent to CDA Rs 14,300-400-18,300)	
iv.c	Deputy General Manager (Equivalent to JAG)	16,000-400-20,800 (Equivalent to CDA Rs 12,000-375-16,500)	
v.	CAO/AGM (Equivalent to STS)	14,500-350-18,700 (Equivalent to CDA Rs 10,000-325-15,200)	1347

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5.3 Civil, Electrical, Architect, Telecom Factories and other Streams of BSNLMS:

Sl. No.	Grade	Pay Scale in Rs	BSNLMS				
			Civil	Electrical	Arch	TF	Others
i.	PGM/PCE/PCA (Equivalent to HAG)	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	05	03	01	1	
ii.a	Senior General Manager/ Sr CE / Sr CA [NF]	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	51	17	04	14	01
ii.b	GM/CE/CA (Equivalent to SAG)	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)					
iii.a	Additional General Manager/ Addl CE / Addl CA [NF]	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)					
iii.b	Joint General Manager / Jt CE / Jt CA [NF]	17,500-400-22,300 (Equivalent to CDA Rs 14,300-400-18,300)	68	34	18	26	04
iii.c	Deputy General Manager / SE / SA (Equivalent to JAG)	16,000-400-20,800 (Equivalent to CDA Rs 12,000-375-16,500)					
iv.	DE/AGM /EE/Architect (Equivalent to STS)	14,500-350-18,700 (Equivalent to CDA Rs 10,000-325-15,200)	222	134	28	08	41

6. Initial constitution:

6.1 All the executives regularly appointed to various grades before commencement of these rules, whether by the Government who came on absorption in BSNL or those appointed on regular basis by BSNL shall be deemed to have been appointed to their respective grades in BSNL.

6.2 The Group "A" officers absorbed from Indian Telecommunications Service (ITS) Group "A" and Indian P&T Accounts and Finance Service, (IP&TAFS) Group "A" will form part of their respective streams of BSNLMS and all these absorbed Group "A" officers shall rank en-bloc senior in their respective grade to any executive or Management Trainee and higher level of respective streams, recruited or promoted by BSNL in any grade.

The Group "A" officers recruited after 01.10.2000 and absorbed from Indian Telecommunications Service (ITS) Group "A" and Indian P&T Accounts and Finance Service, (IP&TAFS) Group "A" will also form part of their respective streams of BSNLMS and these entire absorbed Group "A" officers shall rank en-bloc senior in their respective grade, to any executive or Management Trainee and higher level of respective streams, recruited or promoted by BSNL in any grade.

6.3 The Group "A" officers absorbed from other services, viz., P&T Building Works, Telecom factory services, General Civil Services etc. and executives directly recruited by the company above the grade of Management Trainees shall form part of their respective streams of BSNLMS, however, all the absorbed Group "A" officers shall rank en-bloc senior in their respective grade to any executive recruited or promoted by BSNL in respective streams in any grade,

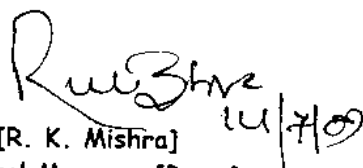
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7. **Field of selection/ minimum qualifying service for promotion inter-se seniority:**
- 7.1 Method of Recruitment, Field of Promotion & Minimum qualifying service in the lower grade for appointment of Executives on promotion to Higher Grade for various constituents/streams of the BSNL Management Services shall be as per schedule IA, IB, IC & ID.
- 7.2 **Inter-se seniority** between STS Executives promoted from MTs and from SDE/AO equivalent cadres will be prepared/fixed for promotion to JAG level as per schedule IA. Promotion to JAG will be done from executives working at STS level on regular basis from a seniority list prepared with MTs and promoted STS executives in 1:1 ratio as per inter-se seniority principle mentioned above i.e. Schedule 1A.
8. **Reservation:** Since as per Government of India Guidelines the post based reservations in recruitment as well as promotions are to be provided up to lowest rung of Group "A", which is JTS level in Government of India and since JTS level is not a substantive level in BSNL, the reservation in promotion shall be provided at DE/AGM level [equivalent to STS].
9. **Zone of consideration:** The Zone of Consideration for post-based promotions in cadre-based services will be as per DOP&T guidelines or as decided by BSNL Board.
10. **Benchmark, Constitution of CPC etc.:** Benchmark, Constitution of CPC & Accepting Authority for promotions to various Grade (s) / Level (s) shall be as per schedule - II
11. **Sealed cover procedure** as per DOP&T instruction or as decided by BSNL Board will be followed by Corporate Promotion Committee (CPC).
12. **Consideration of promotion of seniors with less qualifying service:** In case where juniors who have completed their qualifying / eligibility service are being considered for promotions, their seniors would also be considered provided they are not short of the requisite qualifying / eligibility service by more than one year on the date of reckoning for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.
13. **Fitment Method:**
- 13.1 On being found fit for IDA scale up gradation, fixation as per FR-22 1(a) (i) or as per the company equivalent rules in force from time to time, shall be allowed. Any executive who has been granted NFSG scale on 01.10.2000 or later, their pay will also be fixed as per FR-22 (1)(a)(i)
- 13.2 Consequent to grant of any post based promotion, the executive's pay will be fixed as per FR-22 1(a) (i) or as per the company equivalent rules in force from time to time, only in cases, where such post carries higher scale from the current scale of the executive being promoted. Further where executive's pay scale is the same as that of promoted post, benefit of one increment in the current scale of the executive shall be granted on promotion. However, in cases where the executive's current pay scale is higher than that of the promoted post, such post based

promotions will be treated as placements with grant of substantive status of the post.

- 13.3 Any individual benefit extended to All Group "A" absorbed officers in accordance with the terms and conditions of absorption, such benefits shall be treated as personal to them and no claim what-so-ever can be made by comparison on grounds of Seniority, Class, Community, Cadre, Stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation, substantive status etc.
14. Provisions of these recruitment rules will also be subject to final terms and conditions of absorption of Group 'A' Officers in BSNL in future.
15. **Liability for transfer:** Persons appointed to the "BSNL Management Service" posts (including promotions irrespective of age) shall be liable for transfer anywhere in India or at any place falling in the operational area of BSNL.
16. **Disqualification:** - No person -
- 16.1 Who has entered into or contracted a marriage with a person having a spouse living
or
- 16.2 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.
17. **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 etc in accordance with the orders issued by the Government from time to time.
18. **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.

Dated: 14th July 2009


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