<table>
<thead>
<tr>
<th>Sl No</th>
<th>Grade (Equivalent) IDA Pay Scale in Rs</th>
<th>Method of Recruitment</th>
<th>Whether selection by Merit or Selection cum seniority or Non-selection post</th>
<th>Field of selection/ minimum qualifying service for promotion inter-se seniority</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>DE/CAO/AGM (Equivalent of STS i.e. E4) promotion 14,500 - 250 - 18,700 (Post Based Promotion) See notes 1-7 below</td>
<td>From directly recruited MTs, to the extent of vacancies decided by BSNL every year subject to max. of 50% of the posts</td>
<td>As per Management Trainee Recruitment Rule (MTRR)</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Deputy General Manager (Equivalent to JAG i.e.E7) 16,000 - 400 - 20,800 (Post Based Promotion) See notes 1-7 below</td>
<td>By Promotion</td>
<td>Selection by Merit</td>
<td>Executives in STS equivalent grade who have completed 4 years of regular service in the grade as on 1st January of the year.</td>
</tr>
<tr>
<td>3</td>
<td>Joint General Manager 18,900-450-23,900 [E7] [NF]</td>
<td>By Promotion</td>
<td>Selection by merit</td>
<td>[a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL. Officers in Deputy General Managers Grade who have entered the 13th year of service on the 1st January of the year calculated from the year following the year of selection in the basis of which such officer was recruited. &lt;br&gt; [b] In respect of Executives recruited by BSNL officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in Deputy General Managers Grade who have completed 5 years of regular service as DGM on 1st Jan of the year.</td>
</tr>
<tr>
<td>4</td>
<td>Additional General Manager [NF] 23,750-600-28,550(Equivalent to E9 scale)</td>
<td>By Promotion</td>
<td>Selection by merit</td>
<td>Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager’s Grade as on January 1st of the year.</td>
</tr>
<tr>
<td>No. 400-106/2007-Pers.I</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

### General Manager (Equivalent to SAG i.e. E9 Scale)
- **Selection by merit**
- 23,750-600-28,500 (Post Based Promotion)

### Sr General Manager
- **Selection by merit**
- 25,000-650-30,200 i.e. E9A Scale (NF)

### Chief General Manager/PSGM (Equivalent to HAG)
- **Selection by merit**
- 25,000-650-30,200 (Post Based Promotion)

### Executive Director
- **Selection by merit**
- 25,000-650-30,200 plus Positional Allowance Rs. 2,500 per month (Post Based Promotion)

---

**Note:**

1. The IDA pay scales of the executives of Group "A" level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-23300 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade within a period of 4 to 6 years.

2. Educational qualification for executives to be promoted to the grade of DE/AGM/CAO (see serial no. 1b, column no. 5) shall be engineering degree or equivalent in Telecommunications, Electronics & Computers / IT/ Electrical for Telecom Operations & graduate or equivalent in respect for Finance of BSNL/M. However, existing incumbents holding the posts of Executives on regular basis on the date of notification of these RRs shall continue to be eligible for promotion to the grade of DE/AGM/CAO.

3. The number of management trainees to be recruited will be decided by the BSNL Management each year.

4. The posts remaining unfilled at STS level after actions as mentioned in para 3 above and Schedule IA-1 (c) above can be filled up by promoting eligible group B (SDEs and equivalent) level executives on adhoc basis, if deemed necessary by the Management.

5. After publication of this BSNLMS RR, group B executives shall be promoted/regularized on STS vacancies of their quota as per provisions of the RRs. Those who have been working as STS on adhoc basis may, after their regular promotion as STS be given adhoc promotion as JAG depending upon JAG vacancies. While making adhoc promotions to JAG for the first time after notification of this RR, relaxations in eligibility service will be considered as one-time measure.

6. In case of non-availability of regular and eligible STS level Executives with requisite number of years of eligibility service for subsequent promotion to JAG as per para 5 above, case for relaxation in eligibility service may be considered subject to approval of Management Committee.

7. All the scale indicated above are pre-revised scale.

---

The IDA pay scales of the executives of Group "A" level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-23300 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade within a period of 4 to 6 years.

The number of management trainees to be recruited will be decided by the BSNL Management each year.

The posts remaining unfilled at STS level after actions as mentioned in para 3 above and Schedule IA-1 (c) above can be filled up by promoting eligible group B (SDEs and equivalent) level executives on adhoc basis, if deemed necessary by the Management.

After publication of this BSNLMS RR, group B executives shall be promoted/regularized on STS vacancies of their quota as per provisions of the RRs. Those who have been working as STS on adhoc basis may, after their regular promotion as STS be given adhoc promotion as JAG depending upon JAG vacancies. While making adhoc promotions to JAG for the first time after notification of this RR, relaxations in eligibility service will be considered as one-time measure.

In case of non-availability of regular and eligible STS level Executives with requisite number of years of eligibility service for subsequent promotion to JAG as per para 5 above, case for relaxation in eligibility service may be considered subject to approval of Management Committee.

All the scale indicated above are pre-revised scale.
**Schedule - IB**

Method of Recruitment, Field of Promotion & Minimum qualifying service in the next lower grade for appointment of executives on promotion to Higher Grade of Civil Engineers, Electrical Engineers & Architects of BSNL.

<table>
<thead>
<tr>
<th>S. No</th>
<th>Grade (Equivalent) IDA Pay scale in Rs</th>
<th>Method of Recruitment</th>
<th>Whether selection by Merit or Selection cum seniority or Non-selection post</th>
<th>Field of selection and the minimum qualifying service for promotion</th>
</tr>
</thead>
</table>
| 1     | Assistant General Manager/EE/Arch (Equivalent of STS i.e. E4) 14,500 - 350 - 18,700 (Post Based Promotion) | Promotion from SDE/ AE Level executives | Selection-cum-seniority | [a] From JTS grade having 4 years of regular service in the grade. 
[b] From regular SDE/ AE or equivalent grade of concerned discipline, who are graduate (as detailed at note 2 below) from an Indian Institute / University recognized under Indian Laws in prescribed discipline, with total qualifying service of 7 years as on 1st January of the year. |
| 2     | Deputy General Manager/SE/SA (Equivalent to JAG i.e. E9) 16,000 - 400 - 20,500 (Post Based Promotion) | By Promotion | Selection by merit | Executives in Assistant General Manager/EE/Arch or equivalent ( erstwhile STS) Grade, who have completed 4 years of regular service in the grade as on 1st January of the year. |
| 3     | Joint General Manager/SE/SA Now 18,500-450-23,900 [E7][NF] | By Promotion | Selection by merit | [a] In respect of Officers recruited at Group A level and absorbed in BSNL ... Officers in Deputy General Managers Grade who have entered the 13th year of service on the 1st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. 
[b] In respect of Executives recruited by BSNL/ officers promoted from Group B by DoT and absorbed in BSNL ... Executives in Deputy General Managers Grade who have completed 5 yrs of regular service at DSM on 1st Jan of the year. |
| 4     | Additional General Manager [NF] / Additional CE/ Additional CA 23,750-600-28,950[E9] | By Promotion | Selection by merit | Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager's Grade as on January 1st of the year. |
| 5     | General Manager/CE/CA (Equivalent to SAG) 23,750-600-28,950 (Post Based Promotion) | By Promotion | Selection by merit | [a] In respect of officers recruited at Group A level and absorbed in BSNL ... Officers in JGM/Additional GM or equivalent grade who have entered the 17th year of service on the 1st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. 
[b] In respect of Executives recruited by BSNL/ officers promoted from Group B by DoT and absorbed in BSNL Executives in JGM/Addl GM or equivalent Grade with a combined regular service of 5 year in JGM/Addl GM. |
| 6     | Sr General Manager/Sr CE/Sr CA 25,000-650-30,200[E9][NF] | By Promotion | Selection by merit | [a] In respect of officers recruited at Group A level and absorbed in BSNL, Officers with three years in regular General Manager's grade and entering in the 25th years of service on the 1st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. |

No. 400-106/2007-Pers.I
7. Chief General Manager/PGM/PCE/PCA (Equivalent to HAG)
   25,000-650-30,200 (Post Based Promotion)  By Promotion
   Selection by merit
   Executives in General Manager or Senior General Manager's Grade who have completed 3 years of regular service in General Manager/Senior GM's grade as on 1st January of the year.

Note:

1. The IDA pay scales of the executives of Group "A" level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-22,800 & 17,500-400-22,000 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade within a period of 4 to 6 years.

2. Educational qualification for executives to be promoted to the grade of Assistant General Manager/EE/Arch (see serial no. 1, column no. 5) shall be degree in engineering or equivalent in respect of Civil & Electrical Disciplines whereas degree in Architecture or equivalent and valid registration as Architect with the Council of Architects for Architectural Discipline.

3. After publication of this BSNL MS RRs, eligible Absorbed Group A officers shall be promoted /regularized on the vacancies of their quota as per provisions of these RRs. Those who have been working on adhoc basis may be given next promotion, by relaxing the eligibility service condition as a one-time measure.

4. All the scale indicated above are pre-revised scale.

No. 400-106/2007-Pers.I
Method of Recruitment, Field of Promotion & Minimum qualifying service in the next lower grade for appointment of executives on promotion to Higher Grade of Telecom Factories of BSNL's

<table>
<thead>
<tr>
<th>S. No</th>
<th>Grade (Equivalent) IDA Pay scale in Rs</th>
<th>Method of Recruitment</th>
<th>Whether selection by Merit or Selection cum seniority or Non-selection post</th>
<th>Field of selection and the minimum qualifying service for promotion</th>
</tr>
</thead>
</table>
| 1     | Assistant General Manager / (Equivalent of JTS i.e. E9) 14,500 - 350 - 18,700 (Post Based Promotion) | Promotion from Group "B" Executives | Selection cum seniority | [a] From JTS grade having 4 years of regular service in the grade  
[b] From regular BDE/AE or equivalent grade of concerned stream, who are engineering graduate/graduate (as detailed at note 2 below) from an Indian Institute / University recognized under Indian Laws, with total qualifying service of 7 years as on 1st January of the year. |
| 2     | Deputy General Manager (Equivalent to JAG i.e. E9) 16,000 - 400 - 20,800 (Post Based Promotion) | By Promotion | Selection by merit | Executives in AGM Grade, who have completed 4 years of regular service in AGM's grade as on 1st January of the year. |
| 3     | Joint General Manager 18,500-450-23,900 (ET/INF) | By Promotion | Selection by merit | [a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL. Officers in Deputy General Managers Grade who have entered the 13th year of service on the 1st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited.  
[b] In respect of Executives recruited by BSNL/officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in Deputy General Managers Grade who have completed 5 yrs of regular service as DGM on 1st Jan of the year. |
| 4     | Additional General Manager [NF] 23,750-600-28,550(E9) | By Promotion | Selection by merit | Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager's Grade as on January 1st of the year.  
[a] In respect of officers recruited at Group 'A' level and absorbed in BSNL. Officer in Joint General Manager or Additional General Manager's Grade, who have entered the 17th year of service on the 1st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited.  
[b] In respect of Executives recruited by BSNL/officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in JGM/Addl GM Grade with a combined service of 5 year in regular JGM/Addl GM grade. |
| 5     | General Manager (Equivalent to SAG) 23,750-600-28,550 (Post Based Promotion) | By Promotion | Selection by merit | [a] In respect of officers recruited at Group 'A' level and absorbed in BSNL. Officers with three years in regular General Manager's grade and entering in the 25th year of service on the 1st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited.  
[b] In respect of Executives recruited by BSNL/officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in General Manager's grade with 8 years of regular service in the grade of 6M. |
| 6     | Sr. General Manager [NF] 25,000-650-30,200(E9A) | By Promotion | Selection by merit | [a] In respect of officers recruited at Group 'A' level and absorbed in BSNL. Officers with three years in regular General Manager's grade and entering in the 25th year of service on the 1st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited.  
[b] In respect of Executives recruited by BSNL/officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in General Manager's grade with 8 years of regular service in the grade of 6M. |
1. The IDA pay scales of the executives of Group 'A' level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17,500-400-22300 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade within a period of 4 to 5 years.

2. Educational qualification for executives to be promoted to the grade of Assistant General Manager (see serial no. 1, column no. 9) shall be degree in engineering or equivalent. However, existing incumbents holding the posts of Executive on regular basis on the date of notification of these RRs shall continue to be eligible for promotion to the grade of AGM.

3. After publication of this BSNLMS RRs, eligible absorbed Group 'A' officers shall be promoted/regularized on the vacancies of their quota as per provisions of these RRs. Those who have been working on ad hoc basis may be given next promotion, by relaxing the eligibility service condition as a one-time measure.

4. All the scale indicated above are pre-revised scale.

No. 400-106/2007-Pers.I
Method of Recruitment, Field of Promotion & Minimum qualifying service in the lower grade for appointment of executives on promotion to Higher Grade of all other streams of BSNLMS

These RRs will be applicable for all other absorbed / recruited executives of various services (not covered in 1A/1B/1C) above the level of Management Trainee

<table>
<thead>
<tr>
<th>S. No</th>
<th>Grade (Equivalent) IDA Pay scale in Rs</th>
<th>Method of Recruitment</th>
<th>Whether selection by Merit or Selection cum seniority or Non-selection post</th>
<th>Field of selection and the minimum qualifying service for promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Assistant General Manager (Equivalent of STS i.e. E4) 14,500 - 350 - 18,700 (Post Based Promotion)</td>
<td>Promotion from SDE Level equivalent Executives</td>
<td>Selection-cum-seniority</td>
<td>From regular SDE equivalent grade executives, who are graduate from an Indian Institute / University recognized under Indian Laws, with total qualifying service of 7 years as on 1st January of the year.</td>
</tr>
<tr>
<td>2.</td>
<td>Deputy General Manager (Equivalent to JAG i.e. ES) 16,000 - 400 - 20,800 (Post Based Promotion)</td>
<td>By Promotion</td>
<td>Selection by merit</td>
<td>Executives in Managers Grade, who have completed 4 years of regular service in Manager's grade as on 1st January of the year.</td>
</tr>
<tr>
<td>3.</td>
<td>Joint General Manager Now 18,500-450-23,900 [E7] [NF]</td>
<td>By Promotion</td>
<td>Selection by merit</td>
<td>Executives in Deputy General Manager's Grade, who have completed 5 years of regular service in Deputy General Manager's grade as on 1st January of the year.</td>
</tr>
<tr>
<td>4.</td>
<td>Add General Manager 23,750-600-28,550 i.e. E9[NF]</td>
<td>By Promotion</td>
<td>Selection by merit</td>
<td>Executives in Joint General Managers Grade who have completed 5 years in Joint General Manager's Grade as on January 1st of the year.</td>
</tr>
<tr>
<td>5.</td>
<td>General Manager (Equivalent to SAG) 23,750-600-28,550 (Post Based Promotion)</td>
<td>By Promotion</td>
<td>Selection by merit</td>
<td>Executives in Joint General Manager or Additional General Manager's Grade who have completed 5 years in Joint General Manager's/Additional GM's Grade as on January 1st of the year.</td>
</tr>
<tr>
<td>6.</td>
<td>Sr General Manager 25,000-650-30,200[E9A][NF]</td>
<td>By Promotion</td>
<td>Selection by merit</td>
<td>Executives in General Manager's Grade who have completed 8 years in regular General Manager's Grade (Pay scale Rs 23,750-600-28,550) as on January 1st of the year.</td>
</tr>
</tbody>
</table>

Note:

1. The IDA pay scales of the executives of Group "A" level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17,500-400-22,300 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade within a period of 4 to 6 years.

2. Since the executives covered under above rules either do not have any defined hierarchical promotions or defined up to a level lower than indicated in the above table or those who directly entered at higher levels, as such the post based promotions in respect of such executives will be governed by the individual post hierarchy decisions of BSNL Management from time to time, however, the time bound pay scale up-gradations from one level to another shall be as defined in above table.

3. All the scale indicated above are pre-revised scale.

No. 400-106/2007-Pers.I
<table>
<thead>
<tr>
<th>S No</th>
<th>Grade / Level or Equivalent</th>
<th>Benchmark</th>
<th>Constitution of CPC (Corporate Promotion Committee)</th>
</tr>
</thead>
</table>
| 1.   | Assistant General Manager or equivalent 14,500 - 350 - 18,700 | Selection benchmark mark Good, no adverse, not more than one Average | Chairman- GM Level  
Member-  
DGM Level  
Member- CLO (SCT)  
Accepting  
Authority- Appointing Authority |
|      | SC/ST | Selection benchmark mark Good, no adverse, not more than two Average |  |
| 2.   | Deputy General Manager 16,000 - 400 - 20,800 | Selection benchmark mark Very Good, no adverse, not more than one Good | Chairman- PGM  
Member-GM Level  
Member- GM Level  
Accepting Authority- Appointing Authority |
|      | SC/ST | Selection benchmark mark Very Good, no adverse, not more than two Good |  |
| 3.   | Joint General Manager 17,500 - 400 - 22,300  
Now 18,500-450-23,900 [E7] [NF] | Selection benchmark mark Very Good, No adverse | Chairman- PGM  
Member-GM Level  
Member- GM Level  
Accepting Authority- Appointing Authority |
Member-GM Level  
Member- GM Level  
Accepting Authority- Appointing Authority |
|      | OC/SC/ST |  |  |
| 5.   | General Manager 23,750-600-28,550 (Post Based Promotion) | Selection benchmark mark Very Good, No adverse | Chairman- Dir (HRD)  
Member- Other Dir  
Member- Other Dir  
Accepting Authority- Appointing Authority |
|      | OC/SC/ST |  |  |
| 6.   | Sr General Manager 25,000-650-30,200[NF] | Selection benchmark mark Very Good, No adverse | Chairman- Dir (HRD)  
Member- Other Dir  
Member- Other Dir  
Accepting Authority- Appointing Authority |
|      | OC/SC/ST |  |  |
| 7.   | Chief General Manager/PGM 25,000-650-30,200 (Post Based Promotion) | Selection benchmark mark Very Good, No adverse | Chairman- Dir (HRD)  
Member- Other Dir  
Member- Other Dir  
Accepting Authority- Appointing Authority |
|      | OC/SC/ST |  |  |
| 8.   | Executive Director 25,000-650-30,200 plus Positional Allowance Rs 2,500 per month | Selection benchmark mark Very Good, No adverse | Chairman- Dir (HRD)  
Member- Other Dir  
Member- Other Dir  
Accepting Authority- Appointing Authority |

Note:
1. For the CPC of Sl. No. 2 to 7 above, if none of the members belong to SC/ST community, CLO (SCT) or any other executive of the rank of GM/C/Manager Level belonging to SC/ST community may be co-opted as additional member.
2. All the scale indicated above are pre-revised scale.