

कार्मिक शाखा/Personnel Branch
बीएसएनएल निगम कार्या./BSNL Corporate Office
चौथा तल, भारत संचार भवन
4th Floor, Bharat Sanchar Bhawan,
जनपथ, नई दिल्ली-10001/Janpath ,New Delhi-110001.



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. BSNLCO-PERS/15(17)/3/2023-PERS1(Finance)

Dated: 26.02.2024

To

All Heads of Telecom Circles (Territorial/Non Territorial),
Bharat Sanchar Nigam Limited.

Subject: **Recruitment Rules of Deputy General Manager (DR) of Finance Stream-2024.**

In pursuance of approval of BSNL Board of Directors, the undersigned is directed to forward herewith "Recruitment Rules of Deputy General Manager (DR) of Finance Stream-2024" for information and necessary action. Hindi version will follow.

This is issued with the approval of competent authority.

Encl.: As above.

(जी.पी. विश्णोई/ G.P. Vishnoi)

उप महाप्रबंधक (कार्मिक-डीपीसी-एसएम)
Dy. General Manager (Pers-DPC-SM)

Copy to:

1. PPS to CMD, BSNL
2. PPS to functional Directors of BSNL.
3. PS to CVO, BSNL.
4. PGM(Pers)/PGM(Estt)/PGM(SR)/PGM(PF)/CS&GM(Legal), BSNL CO
5. All CGMs/PGMs/Sr.GMs/GMs, BSNL Corporate Office.
6. Director (PSU), DOT.
7. GM(Recruitment/Training), GM& CLO(SCT), BSNL CO
8. General Secretary, SNEA/AIGETOA/SEWA.
9. OL Section for Hindi version.
10. BSNL Intranet portal.

(मूल चंद/Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)
Assistant General Manager (Pers. Policy)



BHARAT SANCHAR NIGAM LIMITED

[A Govt. of India Enterprise]

PUBLISHED BY PERSONNEL BRANCH, BSNL CORPORATE OFFICE

**RECRUITMENT RULES OF DEPUTY GENERAL MANAGER (DIRECT
RECRUITMENT) OF FINANCE STREAM-2024**

No. BSNLCO-PERS/15(17)/3/2023-PERS1

Dated: 26.02.2024

1. Short Title and commencement:

With the approval of BSNL Board and in supersession of the Recruitment Rules [2008] of Directly Recruited DGMs of BSNL Management Services and subsequent amendments/modifications thereof, the following rules regulating the method of recruitment to the post of Deputy General Manager (DR) of Finance Stream in Bharat Sanchar Nigam Limited (BSNL) are hereby made:

- (i) These rules may be called the **Recruitment Rules of Deputy General Manager (DR) of Finance Stream-2024**.
- (ii) Recruitment Rules of Deputy General Manager (DR) of Finance Stream-2024 will be part of Recruitment Rules of BSNL Management Services-Finance Stream-2023.
- (iii) These rules shall come into force with effect from the date of notification.
- (iv) Powers for relaxation/modification/amendment to these rules will vest with the BSNL Board.

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

- (i) **Company:** Means 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 by any Committee of the Board/Management or any other Officer of the Undertaking to whom the Board delegates its powers.
- (iii) **Functional Stream:** Means the discipline to which the Executive has been recruited.

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

4. Appointing Authority: Appointing Authority will be CMD, BSNL.


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5. Authorised strength and Scale of Pay:

The authorized strength as given in BSNL MSRRs-Finance Stream-2023, which is subject to change as per review by Manpower Plan, is as under:

Grade / level	Pay Scale	No. of posts
DGM(DR), Finance Stream	Rs.32,900-58,000/-[E5]	48

The requirement of DGM(DR) shall be worked out before each recruitment process based on the actual need and requirements of the company.

6. Method of Recruitment, age limit, qualifications, probation etc.:

The method of recruitment, age limit, qualification and other matters relating to the said post shall be as specified in Column 5 to 13 of the Schedule annexed.

7. Selection Process: The selection process will consist of Written Test and Interview as per details of Scheme and Syllabus of DGM(DR) exam to be notified separately with the approval of Management Committee of BSNL Board.

8. Bond: All the recruited candidates shall execute a Bond in the format as specified by the Company to serve in BSNL for a period of five years/age of attaining date of superannuation, whichever is earlier, from the date of their appointment or for a period as specified by BSNL for the post, from time to time. The Bond amount will be of Rs.10 lakhs for calendar year(s) 2024 and 2025 and for the calendar year(s) 2026 and 2027 and the same will be of Rs.11 lakhs. Thereafter, this limit shall be reviewed.

9. Training and Probation: All DGM(DR) will remain on probation for two years which will include one year of Specialized Classroom as well as Field Training followed by examinations, as per details given below:

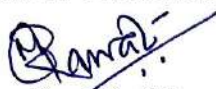
9.1 Institutional Training (Classroom based) – Total 11 Weeks

9.2 Field Training – 39 Weeks

9.3 Management Training - 2 weeks

9.4 If any of the candidates fails to successfully complete the training including the examination during training, then his/her probation shall be extended by 6 months, followed by Examination. He/ She will be placed below in seniority than the candidates who have already cleared the exam.

9.5 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.


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10. Career Progression: The career progression of candidate finally selected and appointed for the post of DGM(DR) of Finance Stream shall be regulated as per provisions of Recruitment Rules of BSNL Management Services-Finance Stream-2023.

11. Seniority: Seniority of candidates selected and appointed as DGM(DR) of Finance Stream will be as per final merit list to be prepared on the basis of marks obtained in the prescribed selection process. Further their inter-seniority in the DGM grade and higher grades shall be regulated in accordance with the provisions of Recruitment Rules of BSNL Management Services-Finance Stream-2023.

12. 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.

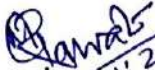
Provided that the Appointing Authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

13. 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, PwBDs, and other special category of persons in accordance with the orders/guidelines issued by the Central Government from time to time in this regard.

14. Liability to serve anywhere in India:- Persons appointed to the post of DGM(DR) shall be liable for transfer anywhere in India/ at any place falling in the operational area of BSNL.

15. 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.

16. 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.


(मूल चंद / Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)

Assistant General Manager (Pers. Policy)

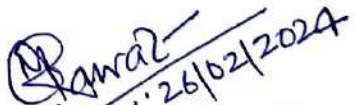
SCHEDULE**RECRUITMENT RULES OF DEPUTY GENERAL MANAGER (DR) OF
FINANCE STREAM-2024**

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection post or non-selection post	Age limit for Direct Recruits	Whether benefits of added years of service admissible
1	2	3	4	5	6	7
Deputy General Manager (DR)	48	Executive	IDA pay scale of Rs.32,900-58,000/- (E-5)	Selection Post	Maximum age limit not exceeding 45 years as on crucial date. Relaxation in age limit in respect of SC/ST/OBC/PwBD etc. candidates as per applicable GoI guide-lines. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from the candidates.	Not Applicable

Rawal

**RECRUITMENT RULES OF DEPUTY GENERAL MANAGER (DR) OF
FINANCE STREAM-2024**

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 or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/ deputation/ transfer, grade from which promotion/ deputation/ transfer to be made	Composition of Confirmation Committee for probation clearance
8	9	10	11	12	13
As per Annexure -A to this Schedule	Not applicable	Two years	<p>By Direct Recruitment</p> <p>Selection by Merit through open competitive Examination based on scores from assessment process comprising written test and Interview.</p> <p>Scheme & Syllabus and Rules for conduct of examination for DGM(DR) shall be such as the Management Committee of Board may prescribe from time to time.</p>	Not applicable	<p>Committee consist of the following Officers:-</p> <ol style="list-style-type: none">1. Director (HR), BSNL Board - Chairperson2. PGM/GM of Finance Stream - Member3. CLO(SCT) - Member <p><u>Note:</u></p> <p>(a) The Appointing Authority will be CMD, BSNL.</p> <p>(b) Clearance from Head of the BSNL Training Center for DGM(DR) Training should be obtained before confirmation is decided.</p>


(मूल चंद/Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)
Assistant General Manager (Pers. Policy)

**RECRUITMENT RULES OF DEPUTY GENERAL MANAGER(DR) OF FINANCE
STREAM-2024**

(I) Educational qualifications

Essential Qualification

Chartered Accountant(CA)/Cost & Management Accountancy(CMA)

The candidates should be Indian National and should possess the requisite educational qualification from an Indian Institute/University established by/under Act of the Central/State Government in India or other educational institute established by an Act of Parliament or declared to be deemed University under Section 3 of UGC Act, 1956 and should have completed the course as on closing date for receipt of applications from the candidates.

(II) Experience:

Candidates from Public Sector, Private Sector and Government are eligible to apply for the post of DGM(DR) of Finance Stream. All candidates, however, must fulfill all the three criteria given as under:

1. **Minimum 12 (twelve) years of post-qualification working experience** as on closing date for receipt of applications from the candidates.

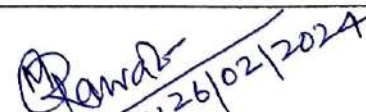
2. Requisite experience, as on closing date for receipt of applications from the candidates:

(i) In case of Public Sector, candidate must be Regular AGM or equivalent in E4 or higher IDA Pay Scale with **03 years of regular service in AGM** or equivalent in E4 pay scale, or

(ii) In case of Government Sector, candidate must be Under Secretary and equivalent grade officers in Pay matrix Level-11 (as per 7th CPC)/Pay band 15600-39100 with GP 6600 (as per 6th CPC) CDA Pay Scale or higher Pay Scale with **03 years of regular service in Pay matrix Level-11** (as per 7th CPC)/Pay band 15600-39100 with GP 6600 (as per 6th CPC) CDA pay scale Or

(iii) In case of Private Sector, candidates must have minimum Gross Salary of Rs.15 lakh per year, as per Form -16/ITR, during any of the financial year 2022-23 or 2021-22, for vacancies to be notified in the Year 2024. This limit of minimum gross salary will increase automatically by 5% (non-compoundable) per year and accordingly Form-16/ITR have to be seen for the relevant years.

3. **Minimum 05 (five) years of work experience in a Company with an annual turnover of more than Rs. 100 Crores (in case of PSU, Private Company) in the preceding 05 financial years with reference to the year of issue of advertisement for the recruitment.**


(मूल चंद/Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)

Assistant General Manager (Pers. Policy)