



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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Appointment to the grades of GM and CGM on immediate absorption basis (under Rule-37)

No. 437-01/2013-Pers.I

Dated: 18 June, 2013 at New Delhi

1. **SHORT TITLE AND COMMENCEMENT:** In view of sufficient number of vacancies at CGM and GM levels in the Telecom Operations stream, BSNL proposes to appoint eligible Government servants to these posts on immediate absorption basis under the scope available in Rule 37 of CCS Pension Rule 1972 and DOP&T's OM no. 28016/5/85-Estt.(C) dated 31st January 1986.
 - 1.1 These rules may be called the '**Recruitment Rules for Appointment to Senior Managerial Posts (CGM/GM) of Telecom Operations in BSNL through Immediate Absorption (under Rule-37 of CCS Pension Rules, 1972)**'.
 - 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. **APPLICABILITY:** These rules shall be applicable for Appointment to the posts / grades of CGM and GM in Telecom Operations of BSNL on immediate absorption basis (under Rule-37).
3. **DEFINITIONS:** In these rules unless the context otherwise requires,
 - 3.1. **Board:** Means the Board of Directors of the Company and includes in relation to the exercise of power by any committee of the Board/ Management or any Officer of the company to whom the Board delegates any of its powers.
 - 3.2. **Company:** Means Bharat Sanchar Nigam Limited (BSNL, a Government of India Enterprise) having its registered office at New Delhi.
 - 3.3. **Corporate Selection Committee (CSC)** – A duly formed committee to assess the suitability of the candidate for selection by merit, in an objective and impartial manner.
 - 3.4. **Department:** Means Department of Telecom (DoT).
 - 3.5. **Functional Stream:** Means the discipline, in this case, Telecom Operations.
 - 3.6. **Government:** Means Government of India.
 - 3.7. **Service:** Means Service rendered in the grade in the substantive capacity on regular post.

4. **Mode of Recruitment:** The mode of recruitment shall be initial screening based on age, qualification and experience as given in **schedule-II** followed by personal interview by selection committee.
5. **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/ Management or any Officer of the company to whom the Board delegates any of its powers.
6. **BSNL Management Services (BSNL MS):** The executives recruited under this process shall be part of BSNL Management Services under the stream of Telecom Operations. Their career progression and promotions in BSNL will be governed by BSNL management services RR 2009 and promotion policy as amended from time to time.
7. **Age of superannuation:** As per the prevailing rules (the present superannuation age is 60 years).
8. **Completed Years of Service:** Number of completed years of service as on 1.1.2013 in group A shall be counted from the 1st January of the year following the year of UPSC Engineering Services Examination on the basis of which the candidate was appointed as Group A officer in the case of Government Service.

9. **COMPENSATION & BENEFITS**

- 9.1. **Pay scale of GM/PGM/CGM:** E-9 in IDA pay scale with basic pay of Rs. 62000 – Rs.80000. The officers/executives appointed to GM grade will be considered for placement in NF grade of Sr.GM as per norms under Schedule IA of BSNL MSRR-2009
- 9.2. **Compensation and benefits will be based on the concept of pay protection to the successful candidates as explained below.**
 - 9.2.1. The pay will be fixed in a manner, so that the basic pay and DA, as admissible in BSNL IDA pay scale, is equal to the basic pay plus grade pay, if any, plus DA being drawn in the parent (previous) organization/department subject to para 9.2.2 below.
 - 9.2.2. The basic pay fixed under this methodology will not exceed the maximum of the scale of the pay of the post to which recruitment/offer of appointment is made.
 - 9.2.3. The pay so fixed as above shall not make any candidate entitled for higher seniority by virtue of his/her higher pay.
- 9.3. **Dearness Allowance (DA):** over the basic pay shall be paid as per Industrial Dearness Rates applicable from time to time.
- 9.4. **Employee Provident Fund & Group Insurance:** Executives recruited through these rules will be covered under BSNL EPF scheme & GSLI scheme.
- 9.5. **Other perks and benefits:** As per applicable BSNL rules in vogue from time to time.
- 9.6. **House Rent Allowance:** As per applicable BSNL rules in vogue from time to time.
- 9.7. **Medical facilities:** As per applicable BSNL rules (BSNL MRS) in vogue from time to time.
- 9.8. **Selection Procedure:** The selection procedure shall be as follows:



Stage I: In first stage of selection, the prospective candidates shall be shortlisted based on age, length of experience in relevant field and qualifications possessed as per benchmark/criteria's given in **Schedule-II** of these rules subject to No Objection Certificate and Vigilance Clearance from the parent Department.

Stage II: The candidates shortlisted during Stage I shall be called for personal interview for final selection.

10. The Corporate Selection Committee (CSC) /interview board shall comprise members as given in **Schedule-I**. Each members of interview board shall have equal weightage in judging the candidate.

11. Before offering employment to candidates or after employment, in case it comes to the knowledge of BSNL that there was some disciplinary, vigilance or criminal case pending against the candidates in past, the services of candidate is liable to be terminated.

12. Initial constitution & Seniority:

12.1. The officers being appointed through immediate absorption (under Rule-37) will be eligible for seniority in matters of **promotion** under the BSNL MSRR-2009. For this, their seniority in respective grades will be allotted in the manner as follows:

12.2. The seniority of the officers being appointed in a grade/post under immediate absorption (under Rule-37) will be fixed with respect to –


- The date of his appointment in the grade or post on immediate absorption (under Rule-37),
OR
- The date from he has been appointed on a regular basis to the same or equivalent grade in his parent department/organization,
Whichever is earlier.

Note: The fixation of seniority of an absorbee, under this RR, in accordance with the above principle will not, however, affect any regular promotions to the next higher grade made prior to the date of such absorption. The seniority, so defined, will be operative only in filling up of vacancies in higher grade taking place after such immediate absorption (under Rule-37).

12.3. **Promotion:** The executives recruited under this process shall be part of BSNL Management Services under the stream of Telecom Operations. Their career progression and promotions in BSNL will be governed by BSNL Management Services RR 2009 and promotion policy/ies as amended from time to time.

13. **Vacancies:** The vacancies against the sanctioned strength in the grades of GM/CGM will be used for appointment on immediate absorption basis in lots as decided by the Management Committee of BSNL.

14. **For any other matter,** the officers appointed through this route will be subject to the conditions in BSNL-MSRR-2009.


18/6/13
(Deepak Agrawal)
DGM (Pers), BSNL CO,
New Delhi

SCHEDULE-I

Corporate Selection Committee (CSC) for Recruitment

The constitution of **Corporate Selection Committee (CSC)** shall be as follows for various grades of executives to be recruited under these rules:

Chairman	Director, BSNL Board (to be nominated by CMD)
Member	Director, BSNL Board (to be nominated by CMD)
Member	Executive Director, BSNL (to be nominated by CMD).



SCHEDULE-II

1. ELIGIBILITY REQUIREMENT FOR POST OF GENERAL MANAGER/PGM/CGM (E9 SCALE):

AGE: Upper age limit is 58 years as on the date of application.

QUALIFICATION:

- a) **Essential:** A degree in Engineering or its equivalent in Electrical or Electronics and Electrical Communication' or Computer Science or Telecommunications from A University established by or under a Central or a State Act or declared to be a University under section 3 of the University Grants Commission Act, 1956 or any other institution recognized by the Government.
- b) **Desirable:** Persons with Post graduate degree / diploma in management/ communication technology are desirable. He / She should have knowledge about telecommunication operations.

WORK EXPERIENCE:

For CGM/PGM-Gr A Officers having minimum 25 completed years of Group A service in the Central Government out of which at least 3 years of regular service in CDA pay scale of Rs 37400-67000 in Pay-band 4 (Grade pay Rs 10000).

For GM -Gr A Officers in the grade of SAG PB4 (GP Rs10000) or HAG or officers in JAG-NFSG having minimum 17 completed years of Group A service in the Central Government out of which at least 4 years of regular service in CDA pay scale of Rs 37400-67000 in Pay-band 4 (Grade pay Rs 8700) .

Note- The cut-off date for experience calculation shall be 1st January of the year for all categories of candidates.

AREA OF EXPERIENCE for GM and above post: Candidate should have working experience at least in any two of the following fields:
Operation and Maintenance of Telecom Network
Planning of Telecom Network
Project Implementation & Management
Telecom Services Business Development – Marketing/Sales
Experience in Heading and managing Independent Business Unit in telecom service sector.
Knowledge of Telecom Service Quality Standards and Acceptance testing procedures, Quality Assurance, Telecom Training and HRD etc

VIGILANCE CLEARANCE:

Any candidate who has disciplinary or vigilance case or case fraud or cheating pending in or has criminal case under investigation shall not be considered for employment in BSNL. Application submitted without vigilance clearance / NOC shall be rejected during stage-I itself and such candidates shall not be called for interview.

