



(A Govt. Of India Enterprise)
(Pers.I Section)
4th floor, Bharat Sanchar Bhawan, New Delhi

No. 437-01/2013-Pers.I (1)

dated: June 18th, 2013

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited

Subject: Insertion of para 2.7(b) in BSNL MSRR-2009 and amendment to the Schedule-IA with respect to Telecom Operations vis-à-vis the recruitment at DGM/GM/CGM level through immediate absorption from Govt. employees.

Approval of the competent authority is hereby conveyed for insertion of the following para [to be denoted as para 2.7(b)] in the BSNL MSRR-2009:

Para 2.7(b): The alternative mode of recruitment may be through immediate absorption (under Rule-37 of CCS Pension Rules 1972) in the grades of CGM, GM and DGM as per requirements and as per procedures to be laid out at the appropriate time.

In accordance with the above, the Schedule IA to the BSNL MSRR-2009 shall also stand amended to incorporate the scope of entrants through immediate absorption basis. A copy of the revised Schedule IA is enclosed herewith.

Encl: **Revised Schedule IA**

(Deepak Agrawal)
Deputy General Manager (Pers)

Copy to:-

- 1) The PPS to CMD, BSNL/ all Executive Directors, BSNL C.O., New Delhi
- 2) The
CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF)
, BSNL C.O.
- 3) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 4) All DMs(PersI/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 5) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 6) Spare copy/Order Bundle.

(Keshav Kumar)
Deputy Manager (Pers.I)

Schedule-I A

Method of Recruitment, field of promotion and minimum qualifying service in the lower grade for appointment of Executives on promotion to higher grade of Telecom Operations and Finance of BSNL Management Services.				
Sl. No.	Grade (Equivalent) IDA Pay scale in Rs	Method of Recruitment	Whether selection by Merit or Selection cum seniority or Non-selection post	Field of selection/ minimum qualifying service for promotion inter-se seniority
1	2	3	4	5
1.	DE/CAO/AGM (Equivalent of STS i.e. E-4) 14500-350-18700 (pre-revised) post based promotion)Rs.29100-54500 (rev) (see Note1-6 below)	a. From directly recruited MTs, to the extent of vacancies decided by BSNL every year subject of max.of 50% posts Selection as per Management Trainee Recruitment Rules (MTRR)		
		b. 50% posts by promotion from SDE/AO level executives	Selection-cum-seniority	From regular SDE/AO or equivalent grade of concerned stream, who are engineering graduate/graduate (as detailed at Note 2 below) from an Indian Institute/University recognised under Indian Laws, with total qualifying service of 7 years as on 1 st January of the year
2	Deputy General Manager (Equivalent to JAG i.e.E5) 16000-400-20800 (pre-revised) (post based promotion) See notes 1-7 below) (32900-58000 revised)	1. By promotion 2. immediate absorption (under Rule-37)	1. Selection by merit 2. Immediate absorption (under Rule-37)	1. From STS grade executives with 4 years regular service in the grade on 1st January of the year 2.D R-DGMs 3. Immediate absorption (under Rule-37) 2. Inter-se-Seniority between STS Executives promoted from MTs and SDE/AO equivalent cadre will be prepared/fixed for promotion to JAG level in the following manner:- I. STS Exe. From SDE/AO Equivalent II. STS Exe. From MT gradation list III. STS Exe. From SDE/AO Equivalent IV. STS Exe from MT gradation list. And so on...
3	Joint General Manager 18,500-450-23,900 [E7] [NF] (pre-revised)/ Rs.43200-66000/- (revised)	1. By Promotion 2. By placement in NF grade through immediate absorption (under Rule-37) at the level of DGM	Selection by merit	[a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL / the Group 'A' officers joining BSNL on immediate absorption (under Rule-37) basis . Officers in Deputy General Managers grade who have entered the 13th year of service on the 1 st 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] 23750-600-28550(Equivalent to E9 scale) (pre-revised)/ Rs.62000-80000/- (revised)	1. By Promotion 2. by placement in NF grade after immediate absorption (under Rule-37) with benefit of past service	Selection by merit	Executives in Joint General Managers Grade / equivalent grade of JAG NFSG, in respect of Gr.A officers joining BSNL on immediate absorption (under Rule-37) basis , who have completed 4 years of service in Joint General Manager's Grade / equivalent grade of NFSG as on January 1 st of the year



5	General Manager (Equivalent to SAG i.e. E9 Scale) 23,750-600-28,550 (Post Based Promotion) (pre-revised)/ Rs.62000-80000/- (revised)	1. By Promotion 2. By immediate absorption (under Rule-37)	Selection by merit	[a] Officers recruited at Group 'A' level and absorbed in BSNL / Group 'A' officers joining BSNL on immediate absorption (under Rule-37) basis / Officer in Joint General manager or Additional General Manager's Grade who have entered the 17th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited in DoT. [b] Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in regular JGM/Addl GM Grade with a combined service of 5 year in JGM/Addl GM.
6	Sr. General Manager (NF), 25000-650- 30200(pre-revised E9A)/ 62000-80000 (revised E-9)	1. By Promotion 2. by placement in NF grade after immediate absorption (under Rule-37) with benefit of past service	Selection by merit	[a] Officers recruited at Group 'A' level and absorbed in BSNL / the Group 'A' officers joining BSNL on immediate absorption (under Rule-37) basis , with three years in Regular General Manager's grade, who have entered in 25th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited in DoT [b] Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL, Executive in regular General Manager's grade with 8 years of regular service in the grade of GM.
7	Chief General Manager/ PGM, 25000-650- 30200(pre-revised E9A)/ 62000-80000 (revised) i.e. E-9	1. By Promotion 2. By immediate absorption (under Rule-37)	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 1 st January of the year.
8	Executive Director 25000-650- 30200(pre-revised E9A)/ 62000-8000 (revised) i.e. E-9 plus Rs. 5,000 positional allowance	By promotion	Selection by merit	All regular CGM/PGM level Executives with at least 2 years (from the date of occurrence of vacancy) of service left for the superannuation are eligible

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 scales of Rs.13000-350-18700 & Rs.14500-350-18700(Pre-revised) will be upgraded to IDA pay scale of Rs.14500-350-18700, 16000-400-20800 & 17500-400-22300 (pre-revised) 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 scales 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/CAI (see serial 1b, column no.5) shall be engineering degree or equivalent in Telecommunications, Electronics & Computers/IT/Electrical for Telecom Operations & graduate or equivalent in respect of Finance of BSNLMS. 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 at para 3 above and Schedule IA-1(a) 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/regularised 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 a 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, cases for relaxation in eligibility service may be considered subject to approval of Management Committee.