



No. 250-25/2016-Estt.- III

Dated: 15.03.2017

To

All Heads of Telecom Circles
Bharat Sanchar Nigam Limited.

Sub: Distribution of staff by Recruiting Circles to Non-recruiting units on bulk recruitment/
promotion / transfer in Circle Cadres of the Telecom Stream.

Sir,

The issue of non-filling up of adequate number of Circle/SSA cadre vacancies in the Non-recruiting units of BSNL (such as Maintenance Circles, ITPC, NGN, BBNW, etc) has been under consideration for some time. It had been brought to the notice of Corporate Office that Recruiting Circles generally do not allot staff to the non-recruiting units on a proportionate basis and the staff allotted to these units are generally of the lower rank or not-so-efficient ones.

The following guidelines/instructions are hereby issued with regard to the recruitments/promotions/transfers in the live Circle/ SSA cadres of the Telecom Stream (JTO, JE, TT, ATT, etc):

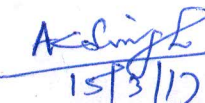
- i) The present practice of recruitment by the territorial Circles will continue.
- ii) The Territorial Circles should, while calculating the overall vacancies for any Direct Recruitment / LICE, take into account the vacancies in all the non-recruiting circles / units within their jurisdiction. For this, the Non-recruiting Circles/units will have to communicate their vacancies to the respective Recruiting Circles as soon as proposal to conduct the DR/LICE is announced by Corporate Office. (For eg. STR units in the states of TN, AP, KRL and KNT will communicate their vacancies to the respective territorial recruiting Circle viz. TN, AP, KRL and KNT respectively). While furnishing the overall vacancy figures to Corporate Office, breakup of the vacancies, non-recruiting unit-wise, will have to be provided by the Recruiting Circle. The information on number of vacancies/ proposed recruitment for Non-Recruiting units as forwarded to BSNL CO by the Territorial Circles should be shared with the respective non-recruiting units.
- iii) Allocation of number of candidates selected through Direct Recruitment will be done by Corporate Office on a proportionate basis to all units under each Recruitment Circle ensuring that the percentage of shortage, if any, will be uniform in all units including the Recruiting circle.
- iv) Similarly, allocation of number of candidates selected through LICE will be done by the respective Recruiting Circles on a proportionate basis to all units under its territorial jurisdiction ensuring that the percentage of shortage, if any, will be uniform in all units including the recruiting and non-recruiting units.

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- v) The allocation of individual candidates selected through Direct Recruitment / LICE to the non-recruiting units should be done in an equitable manner based on objective and reasonable assessment to avoid any ground for allegation of unilateral action. For this purpose, a committee may be formed at Recruiting Circle level with representatives of both the recruiting Circle and the non-recruiting units, in order to finalise the postings and allotting individual candidates to the non-recruiting units both during bulk promotions and recruitment.
- vi) A final report on the distribution of candidates selected through each DR/LICE will be submitted to Corporate Office by all Recruiting Circles after conclusion of the appointment formalities under intimation to the Non-recruiting Units.
- vii) No transfers from and to Non-recruiting units will be made by the Recruiting Circle without consulting the HR Head of the Non-recruiting unit. Substitutes should be provided and movement sequence (ie. who should move first) should be invariably indicated in the transfer orders.

This is issued with the approval of the Director (HR).

Yours faithfully,


15/3/17

(A.K.Singh)

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Copy to: PGM(Pers.)/PGM(BW)/PGM(EW)/PGM(Arch.)/GM(FP)/GM(TF), for information.