



BHARAT SANCHAR NIGAM LIMITED  
(A Government of India Enterprise)

**CORPORATE OFFICE**  
PERSONNEL BRANCH

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

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Special Lateral Direct Recruitment Rules -2011 of BSNL Management Services  
for recruitment  
for Sr.Deputy General Manager(Sr. DGM) and GM/PGM/CGM (Telecom Operations)  
in E6 and E9 IDA Scale

No. 437-101/2011-Pers.I

Dated: 26<sup>th</sup> December, 2011 at New Delhi

1. **SHORT TITLE AND COMMENCEMENT:** The completion of Group A absorption process is expected to result in sudden vacancies arising in the grades of DGM & above in the Telecom Operations stream of BSNL, due to very few officers opting for absorption in BSNL. Hence, with the approval of the **BSNL Board**, in order to meet this sudden shortage of technically trained and experienced manpower, the following rules for special lateral direct recruitment of executives at E 6 and E9 level in BSNL on immediate absorption basis are hereby made, as a special measure.
  - 1.1 These rules may be called the '**BSNL Special Lateral Direct Recruitment Rules – 2011 for Senior Management Level (Telecom Operations)**'.
  - 1.2 These rules shall assume force with effect from 26-12-2011. These rules shall be valid through one round of recruitment from I.T.S. Group A officers and one more round from others, if required.
  - 1.3 Powers for relaxation/ modification/ amendment to these rules will vest with the BSNL Board.
2. **APPLICABILITY:** These rules shall be applicable for special lateral direct recruitment of executives at E 6 and E9 level ( Sr. DGM, and GM/PGM/CGM posts) for managing telecom operations.
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, 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 the Department of Telecom (DoT).

- 3.5. **CPSU:** means Central Public Sector Undertaking.
- 3.6. **Functional Stream:** Means the discipline 'Telecom Operations' in BSNL.
- 3.7. **Government: Means the Government of India.**
4. **Mode of Recruitment:** The mode of recruitment shall be initial screening based on age, essential qualification and experience as given in **schedule-II** followed by personal interview by selection committee..
- 4.1. **Immediate Absorption:** Immediate absorption means acceptance of resignation of an officer/executive from his/her parent (previous) organization/department to enable him/her to take up an appointment in BSNL through these Special Lateral Direct Recruitment rules 2011 for which he had applied with proper permission.
5. **Appointing Authority:** Appointing Authority shall be the Chairman & Managing Director (CMD), BSNL..
6. **BSNL Management Services (BSNL MS):** The executives recruited under this process shall be part of the BSNL Management Services under the stream of Telecom Operations. Their career progression and promotions in BSNL will be governed by the BSNL Management Services Recruitment Rules, 2009 and promotion policy/ies 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 for the purpose of eligibility for Direct Recruitment:** Number of completed years of service as on 1.1.2012 in group A shall be counted from the 1<sup>st</sup> 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 or from the year of recruitment as Management Executive in CPSUs.

## 9. COMPENSATION & BENEFITS

- 9.1. **Pay scale of GM and above:** E-9 in IDA pay scale with basic pay of Rs. 62000 – Rs.80000.
- 9.2. **Pay scale for Sr.DGM:** E-6 in IDA pay scale with basic pay of Rs 36,600 – Rs 62,000. However candidates being recruited at Sr.DGM post may be offered higher scale subject to following conditions--
- 9.2.1. Executive already working in substantive IDA pay scale of E5 (Rs 32,900-58,000) and have completed 5 years of regular service in the grade or CDA pay scale of Rs 15600-39100 in Pay-band 3 (Grade pay 7600) and have completed 5 years of regular service in the grade or, in regular E-7 IDA scale (Rs 43200-66000) or, CDA pay scale of Rs 37400-67000 in Pay-band 4 (Grade pay Rs 8700)} shall be offered E-7 IDA scale (Rs 43200-66000) and will be designated as Jt. G.M.
- 9.3. Based on suitability of the candidates, skill set, area of expertise, experience and length of service the executives recruited through these rules shall be posted as Sr.DGM/ Jt GM/GM/PGM/CGM in various post(s)/units/circles/ of BSNL.

- 9.4. **Dearness Allowance (DA):** over the basic pay shall be paid as per Industrial Dearness Rates applicable from time to time.
- 9.5. Employee Provident Fund & Group Insurance: Executives recruited through these rules will be covered under BSNL EPF scheme & GSLI scheme.
- 9.6. Other perks and benefits: As per applicable BSNL rules in vogue from time to time.
- 9.7. House Rent Allowance: As per applicable BSNL rules in vogue from time to time.
- 9.8. Medical facilities: As per applicable BSNL rules (BSNL MRS) in vogue from time to time.
- 9.9. **Selection Procedure:** The selection procedure shall be as follows:
- 9.10. **Stage I:** In first stage of selection, the prospective candidates shall be shortlisted on the basis of marks awarded based as per criteria given in Schedule-II and clause 9.12 below.
- 9.11. **Stage II:** The candidates shortlisted during Stage I shall be called for personal interview for final selection.
- 9.12. **Weightage** to various parameters of selection criteria shall be as follows-
- a) DOT/BSNL/MTNL/others having relevant experience in telecom network operations: 35%.
  - b) Length of experience more than minimum experience: Max 5% (1% for every 2 years of relevant experience in telecom operations).
  - c) Annual Performance Appraisal Reports (APAR): 25 % weightage for the grading based on last five years APAR.
  - d) Personal Interview: 35%
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. BSNL, if it so desires, shall conduct due-diligence on the past record of the candidates before giving offer of employment.
12. 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, candidature shall be terminated without assigning any reason.
13. **Initial constitution & Seniority:**
- 13.1. The Group "A" officers absorbed from Indian Telecommunications Service (ITS) Group "A" shall rank en-bloc senior in their respective grade to any executive recruited under this special recruitment exercise in that grade.
- 13.2. The seniority of executives recruited for the Sr.DGM/GM and above posts as per these rules at E-6 / E-9 shall be fixed below the executive already working in that grade on regular basis in BSNL.
- 13.3. Inter-se Seniority among newly recruited executives in their grade shall be fixed in accordance with combined weightage of educational qualification, length of relevant experience and Interview performance.

13.4. Notwithstanding anything contained in the sub-clause 13.1, and 13.2 above, the fixation of seniority shall be subject to the clarification(s), if any issued, by the Department of Telecommunications (DoT) in consultation with DoP&T, Govt. of India, and to the extant rules applicable.

14. **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 as applicable to employees recruited directly by BSNL.

15. **PROBATION:** Candidates joining from CPSUs and Central Govt. department(s) other than DOT/BSNL/MTNL shall be on probation for one year. Their services will be regularized on satisfactory completion of probation period. During probation, candidate shall not have any claim for regular service. A Committee consisting of members as below shall confirm the probationary Executives. CMD shall be accepting authority for confirmation. In case the probation period of a recruited executive is not satisfactory the company may take appropriate action like extension of probation, termination from service etc. as it may deem fit.

(a) For GM & above Level Officer ( E-9 Scale)

Director (HR)	--- Chairman
Director	--- Member
Executive Director	--- Member

(b) For Sr.DGM/Jt. GM Level Officer ( E-6 Scale)

Director (HR)	-- Chairman
Executive Director/ CGM	-- Member
GM (Personnel)	-- Member

16. **Vacancies:** Under these rules 450 posts (including 38 posts of CGM/PGM) of GM & above in E 9 scale and 600 posts at Sr.DGM level in E6 scale are proposed to be filled up.

17. **Reservation:** Reservation rules as per policy of Government of India as modified from time to time shall be applicable for recruitments to be carried out under these rules.

18. **Liability for transfer:** Persons appointed to the "BSNL Management Service" posts (including promotions irrespective of age) shall be liable for transfer anywhere in India or at any place falling in the operational area of BSNL. This shall be governed by the provisions of policy of the company on this subject as decided from time to time.

19. **Disqualification:** - No person –

19.1 who has entered into or contracted a marriage with a person having a spouse living,  
or

19.2 who, having a spouse living, has entered into or contracted marriage with any person,  
shall be eligible for appointment.

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

20. **Saving:** Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes etc in accordance with the orders issued by the Government from time to time.
21. **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.

Dt.26-12-2011



(A.K. Jain)  
Sr. General Manager(Pers)  
BSNL Corporate Office  
New Delhi

**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:

**A. For GM and above level :**

Chairman	Director, BSNL Board( to be nominated by CMD)
Member	Director, BSNL Board ( to be nominated by CMD)
Member	Director, BSNL Board ( to be nominated by CMD)
Member	Management consultant / Professor in reputed Management Institute/ Director on Board of a CPSU

**B. For Sr. DGM level :**

Chairman	Director, BSNL (to be nominated by CMD).
Member	Director, BSNL Board ( to be nominated by CMD)
Member	Executive Director, BSNL ( to be nominated by CMD).
Member	Management consultant / Professor in reputed Management Institute/ Director on Board of a CPSU

  
Sr. GM (Pers)  
BSNL CO

**1. ELIGIBILITY REQUIREMENT FOR POST OF GENERAL MANAGER and above (E9 SCALE):**

**AGE:** Upper age limit is 57 years as on 01-01-2012. In case of officers of Department of Telecommunications/MTNL upper age limit shall be relaxed up to 58 years.

**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:**

i) **Department of Telecommunications (DoT)/MTNL Candidates:**

- a) Officers of DoT in the grade of SAG PB4 (GP Rs10000) or HAG or JAG-NFSG having minimum 17 completed years of Group A service in the Department 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).
- Or,**
- b) Executive working in MTNL holding substantive post at E6 (Rs 36600-62000) or higher IDA pay scale and having minimum 17 completed years of service out of which at least 4 years of regular service in E-7 IDA scale (Rs 43200-66000) or higher IDA pay scale.

**Or**

- ii) **Other Govt./CPSU Candidates:** Executive working in CPSU or Central government other than DOT/ MTNL should have at least 24 years of experience in telecom sector as given below out of which atleast 7 years of experience should be at regular E-7 IDA scale (Rs 43200-66000) or higher CDA pay scale of Rs 37400-67000 in Pay-band 4 (Grade pay Rs 8700). (Grade pay Rs 8700) or higher pay scale.

**Note-** The cut-off date for experience calculation shall be 01-01-2012 for all categories of candidates.

Candidate should have relevant experience as given below in telecom sector.

**AREA OF EXPERIENCE for GM and above post:** Candidate should have 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.

- Telecom Service Quality Standards and Acceptance testing procedures, Quality Assurance, Telecom Training and HRD etc

**VIGILANCE CLEARANCE:**

No offer of appointment shall be made by BSNL without prior receipt of vigilance clearance and No objection certificate from the competent authority in parent (previous) organization/ department.

**2. ELIGIBILITY REQUIREMENT FOR POST OF Sr. Dy. GENERAL MANAGER level (E6 SCALE):**

**Age:** Upper age limit is 50 years as on 01-01-2012.

**Qualification:**

- 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.
- Desirable:** Persons with Post graduate degree / diploma in management/ communication technology are desirable. He / She should have knowledge about telecommunication operations.

**Work Experience:**

- Department of Telecommunications (DoT)/MTNL Candidates:**
  - Officers of DoT in the grade of NFSG PB4 (GP Rs 8700) or with at least 1 year experience in CDA pay scale of Rs 15600-39100 in Pay-band 3 (Grade pay Rs 7600) with at least 9 years of relevant working experience as Group 'A' in the Department.
  - or**
  - The executives of MTNL with at least 4 years of experience at substantive E5 IDA scale (Rs 32900-58000) or higher IDA pay scale and have 9 years of relevant working experience as executive.
  - or**
- Other Govt./CPSU Candidates:** The officers / executives working in PSU and Central government should have at least 6 years of Telecom experience as given below at substantive E5 IDA scale (Rs 32900-58000) or CDA pay scale of Rs 15600-39100 in Pay-band 3 (Grade pay 6600) with atleast 14 years of relevant working experience as executive / Group 'A' post in telecom sector as given below.

**Note-** The cut-off date for experience calculation shall be 01-01-2012 for all categories of candidates.

Candidate should have working experience in following fields


**Area of Experience for Sr. DGM post:** Candidate should have experience at least in any two of the following fields:



- New telecommunication technology areas such as Next Generation Networks, GSM, 3G, BWA, Next Generation Transmission technology (SDH/DWDM) and Optical Fibre Cable systems etc.
- Operation and Maintenance of Telecom Network
- Planning of Telecom Network
- Project Implementation & Management
- Telecom Services Business Development – Marketing/Sales
- Experience as divisional head in telecom service sector.
- Telecom Service Quality Standards and Acceptance testing procedures, Quality Assurance, Telecom Training and HRD etc

**VIGILANCE CLEARANCE:**

No offer of appointment shall be made by BSNL without prior receipt of vigilance clearance and No objection certificate from the competent authority in parent (previous) organization/ department.

  
Sr. GM (Pers)  
BSNL CO