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BHARAT SANCHAR NIGAM LTD.
(A Government of India Enterprise)
SEA Branch, Corporate Office
312, Sanchar Bhawan,
20, Ashoka Road, New Delhi-110001

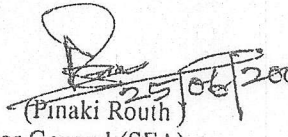
No.16-11/2001-SEA
Dated: 25-06-2002

To

1. All CGMs/IFAs of Telecom Circles of BSNL.
2. All CGMs/IFAs of Metro Telecom Districts of BSNL.
3. All Other Administrative Units in BSNL.

Sub:- Forwarding of Recruitment Rules of Assistant (Accounts)/ Junior Accountant/ Senior Accountant in the year 2002 in Bharat Sanchar Nigam Limited.

I am directed to forward herewith a copy of Recruitment Rules of Assistant (Accounts)/ Junior Accountant/ Senior Accountant in Bharat Sanchar Nigam Limited. of 2002 for further information and necessary action. Hindi version will follow.

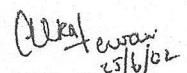

(Pinaki Routh)

Asstt. Director General (SEA)

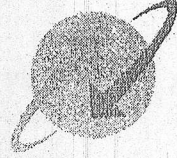
Encl: As above.

Copy to:

1. PS to Hon'ble MOC/MOS (C)
2. PPS to CMD, BSNL.
3. Director (Finance) BSNL.
4. Director (HRD)/(Opr)/(Plg)/(C&NS), BSNL.
5. Advisor (Finance)/DDG (EAF), DOT.
6. DDG (Estt)/ADG (PAT), DOT.
7. Sr.DDG (FP)/DDG (Pers)/DDG (Training) CO, BSNL.
8. The Jt.DDG (SEA)/(TRG)/(TRG. FIN)/(DE) CO, BSNL.
9. The General Secretary, All India P&T Accounts & Finance Service Officers' Association, (CHQ) A-4/6, M.S. Flats, Peshwa Road, Gole Market, New Delhi-110 001.
10. OL Section for supply of Hindi version of RRs.
11. Spare/Guard file.
12. Office copy.


(Alka Tewari)
25/6/02
Section Officer (SEA)

भारत संचार निगम लिमिटेड



BHARAT SANCHAR NIGAM LTD.

BHARAT SANCHAR NIGAM LIMITED (A Govt. of India Enterprise)

PUBLISHED BY SEA BRANCH OF BSNL

Recruitment Rules of Assistant (Accounts)/Junior Accountant/Senior Accountant
Issue No.1

New Delhi, 26th June, 2002/Megha, 1923

1. Short title and commencement :

(1) With the approval of BSNL Board, the following rules regulating the method of recruitment to the posts of Assistant(Accounts)/Junior Accountant/Senior Accountant in BSNL are hereby made, namely,

(2) These rules may be called the Assistant (Accounts)/Junior Accountant/Senior Accountant Recruitment Rules, 2002.

(3) They shall come into force on the date of their issue by the Company.

2. Definitions : In these rules, unless the context otherwise requires :

- (i) Company: Means the Bharat Sanchar Nigam Limited (A Govt. of India Enterprise) having its registered office at Sanchar Bhavan, New Delhi.
- (ii) Board: Means the Board of Directors of the Company and includes in relation to the exercise of powers any Committee of the Board/Management or any Officer of the Undertaking to whom the Board delegates any of its power.
- (iii) Appointing Authority: Circle IFA is the appointing authority to the grade of Assistant (Accounts)/Junior Accountant/Senior Accountant.
- (iv) Assistant (Accounts)/Junior Accountant Internal Examination means the examination referred to in the Schedule.

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(v) Examination means an examination held in accordance with the rules.

(vi) Assistant (Accounts) was earlier called Lower Division Clerk (Telecom Accounts) in the Department of Telecommunications

3. Application: These rules shall apply to the posts as specified in column (1) of schedule annexed to the Rules.

4. Number of Posts, classification and scale of pay: The number of posts in the grade of Assistant (Accounts)/Junior Accountant/Senior Accountant, its classification and the scale of pay attached thereto shall be as specified in columns 2 to 4 of Schedule annexed to these rules.

5. Method of recruitment, age limit, qualifications etc.: The method of recruitment, age limit, qualifications and other matters relating to the said posts shall be as specified in column 5 to 13 of the said schedule.

6. 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 Central 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.

7. Bond and Training:

(i) All candidates recruited against the vacancies for direct recruitment shall execute a Bond in the format as specified by the Company to serve in BSNL for a period of five years from the date of their appointment as Assistants (Accounts)/Junior Accountant/Senior Accountant, in the proforma as prescribed by the Company.

(ii) The candidates selected both against the direct recruitment quota of vacancies and departmental promotion quota of vacancies shall have to successfully undergo training as per the training plan laid down by the Company before their appointment as Assistant (Accounts)/Junior Accountant

(iii) During the period of training, the direct recruit Assistant (Accounts)/Junior Accountant will be entitled to stipend (training allowance) as decided by the BSNL from time to time.

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8. Seniority: The inter-se-seniority between the Assistants (Accounts)/Junior Accountant from the internal examination and direct recruits will be fixed as per the guidelines decided by the Company, separately. The LDCs (TA)/Junior Accountants/Senior Accountants who are already working in BSNL on the day of formation, will stand senior to all the new recruitees.

9. Sphere of Duty: After the notification of recruitment rules, cadre of Assistant (Accounts)/Junior Accountant/Senior Accountant will be "Circle cadre".

10. 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, Other Backward Classes, Ex.Servicemen, and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

11. Initial Consitution of the Cadre: The following persons shall be members of the Cadre with effect from the date indicated against them.

(i) All officials holding the posts of LDC (TA)/Junior Accountant/Senior Accountant on regular basis or have been selected for the post of LDC (TA)/Junior Accountant/Senior Accountant but not appointed in the erstwhile DOT/DTS/DTO before commencement of these rules and those who have been absorbed in Bharat Sanchar Nigam Limited shall be deemed to have been appointed as Assistant (Account)/Junior Accountant/Senior Accountant in BSNL.

(ii) The continuous regular service of officials referred to in sub-rule 11 (i) above before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation, seniority and pension.

12. Unfilled internal vacancies: In case the vacancies for a particular year earmarked for internal candidates remain unfilled, the unfilled vacancies will be filled up in the subsequent year by direct recruitment or vice versa.

SCHEDULE

Name of Post	No. of Posts	Classification	Pay Scale Rs.	Whether selection by merit or selection cum-seniority or non-selection	Age limit for direct recruits	Whether benefit of added years of service admissible	Educational and Other qualifications Required for Direct Recruits.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Assistant (Accounts)	1289 (*) as on 30.9.2001 (*)Subject to variation depending on work load	Non-Executive	IDA pay Scale of BSNL Corresponding to the CDA Scale of Rs.3050-75-3950-80-4590	Not applicable	<p>(i) Between 20 years and 30 years</p> <p>(ii) Relaxable for Company employees up to 42 years in respect of Other Caste (OC) Candidates and 47 years in respect of Scheduled Caste/Scheduled Tribes candidates in accordance with instructions or orders issued by the Central Government. The upper age limit is also relaxable by three years in respect of Other Backward Class candidates.</p> <p>NOTE: The crucial date of determining age limit shall be 1st January of the year in which exam will be conducted. 5 years age relaxation for SC/ST/OBC/PH & Women candidates.</p>	Not applicable	<p>(i) Should be Commerce Graduate from a recognized Board/University</p> <p>(ii) Should have a minimum speed of 30 words per minute in English in inputting of matter in PC OR 25 words per minute in Hindi in inputting of matter in PC.</p> <p>(iii) certificate course/ diploma in computer application from recognized institution /university is desirable.</p>

<p>Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.</p>	<p>Period of probation, if any.</p>	<p>Method of recruitment whether by direct recruitment or by promotion and percentage of posts to be filled by various methods.</p>	<p>In case of recruitment by promotion, grades from which promotion is to be made</p>	<p>If a departmental Promotion Committee exists, what is its composition (for considering confirmation of direct recruits etc.)</p>
<p>9 No</p>	<p>10 Two years for direct recruits.</p>	<p>11 (a) 85% by direct recruitment through open competitive examination. (b) 15% from officials working as Gr. D in BSNL including Civil/Electrical wing through departmental examination.</p>	<p>12 (a) Not applicable (b) (i) Permanent BSNL employees including Gr 'D' officials working in Civil/Electrical Wings, and having passed Senior Secondary examination or equivalent examination under 10+2 pattern from a recognized Board/University shall be eligible to appear in the departmental examination. (ii) Three years regular service as Group "D"</p>	<p>13 Departmental Promotion Committee consisting of the following Officers: 1. One officer not below the rank of JAG of Accounts & Finance Wing. Chairman. 2. Two officers not below the rank of CAO Members.</p>

SCHEDULE

Name of Post	No. of Posts	Classification	Pay Scale Rs.	Whether selection by merit or selection cum-seniority or non-selection post.	Age limit for direct recruits	Whether benefit of added years of service admissible	Educational and Other qualifications Required for Direct Recruits.
(1) Junior Accountant	(2) 464 (*)	(3) Non-executive	(4) IDA pay Scale of BSNL Corresponding to the CDA scale of Rs.4000-100-6000	(5) Limited Competitive Examination 80% On Selection-Cum-Fitness. 20%	(6) Not applicable	(7) No	(8) Not applicable

Recruitment Rules of Junior Accountant

Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion.	Period of probation, if any.	Method of Recruitment Whether by Direct Recruitment or by Absorption and percentage of posts to be filled by various methods.	In case of recruitment by promotion transfer grades from which promotion transfer to be made	If a Departmental Promotion Committee exists, what is its composition.
9 Not Applicable	10 Not Applicable	11 (i) 80% through limited competitive exam. for Assistant (Accounts) with not less than 5 years of continuous service as on 1 st January of the year of recruitment. (ii) 20% from Assistants (Accounts) in BSNL who have completed 8 years of continuous service as on 1 st January of the year of recruitment (internal quota) on Seniority-cum-fitness basis.	12 (i) Through departmental competitive exam from amongst Assistants (Accounts) with not less than 5 years continuous service (ii) By promotion from Assistant (Accounts) working in pay scale (CDA) of Rs. 3050-75-4550 or equivalent LDA pay scales of BSNL, with not less than 8 years service in the grade on the basis of selection cum-seniority and should not be more than 55 years of age on the date mentioned in Column-11.	13 (i) Departmental Promotion Committee consisting of the following Officers for promotion from Assistants (Accounts): 1. One officer of the rank of JAG of Accounts & Finance Wing Chairman 2. Two officers of the rank of CAO. Members DPC will be constituted by the Circle IFA. Where Circle IFA is not of the rank of JAG, the Committee will be constituted by the Head of the Circle. If the number of members for the Committee are not available, they may be co-opted from the other Circles. If none of the members of DPC are from SC/ST category then a SC/ST STS officer (not necessarily from the Circle) may be co-opted.

SCHEDULE

Name of Post	No. of Posts	Classification	Pay Scale Rs.	Whether selection by merit or selection cum-seniority or non-selection post.	Age limit for direct recruits	Whether benefit of added years of service admissible	Educational and Other qualifications Required for Direct Recruits.
(1) Senior Accountant	(2) 1693 (*)	(3) Non-executive	(4) IDA pay Scale of BSNL corresponding to the CDA scale of Rs.5000-150-8000.	(5) Selection by Seniority-cum-fitness by a duly constituted DPC	(6) Not applicable	(7) Not applicable	(8) Not applicable

NOTE: This is a promotional Cadre. 80% of the posts created will be in higher pay scale i.e., Rs. 5000-150-8000 (Senior Accountant) and the remaining 20% will be Junior Accountants.

Recruitment Rules of Senior Accountant

<p>Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion.</p>	<p>Period of probation, If any.</p>	<p>Method of Recruitment Whether by Direct recruitment or by Promotion or By deputation Absorption And percentage Of posts to be Filled by various Methods.</p>	<p>In case of recruitment by promotion/deputation transfer grades from which promotion/deputation transfer to be made</p>	<p>9</p>	<p>NO</p>	<p>11</p>	<p>12</p>	<p>13</p>
<p>No</p>	<p>NO</p>	<p>By promotion on Selection by Seniority-Cum-fitness basis.</p>	<p>Junior Accountants who are confirmed and having rendered not less than 3 years regular service as Junior Accountant.</p>	<p></p>	<p></p>	<p></p>	<p></p>	<p>(i) Departmental Promotion Committee consisting of the following Officers for promotion from Assistants (Accounts): 1. One officer of the rank of JAG of Accounts & Finance wing ... Chairman 2. Two officers of the rank of CAO. ... Members DPC will be constituted by the Circle IFA. Where Circle IFA is not of the rank of JAG, the Committee will be constituted by the Head of the Circle. If the number of members for the Committee are not available, they may be co-opted from the other Circles. If none of the members of DPC are from SC/ST category then a SC/ST STS officer (not necessarily from the Circle) may be co-opted.</p>

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BHARAT SANCHAR NIGAM LTD.
(A Government of India Enterprise)
SEA Branch, Corporate Office
312, Sanchar Bhawan,
20, Ashoka Road, New Delhi-110001

No.16-11/2001-SEA
Dated: 17-07-2002

- To
1. All CGMs/IFAs of Telecom Circles of BSNL.
 2. All CGMs/IFAs of Metro Telecom Districts of BSNL.
 3. All Other Administrative Units in BSNL.

Sub:- Forwarding of Recruitment Rules of Assistants (Accounts)/Junior Accountants/Senior Accountants of 2002 in BSNL.

In continuation of this office letter of even number dated 25.06.2002, the following corrections have to be made in the RRs of Assistants (Accounts)/Junior Accountants/Senior Accountants:

- (i) In column No.12 of Recruitment Rules of Junior Accountants (Page.4 of 6) the CDA Pay Scale may be read as Rs.3050-75-3950—80-4590 instead of Rs.3050-75-4550.

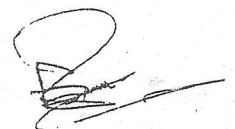
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- (ii) In column No.13 of Recruitment Rules of Senior Accountants (Page 6 of 6) the DPC consisting of the following officers for promotion from Assistants (Accounts) may be read as DPC consisting of the following officers for promotion from Junior Accountants instead of Assistants (Accounts).

Kindly acknowledge the receipt.



(Pinaki Routh)
ADG (SEA)

Copy to:

1. PS to Hon'ble MOC/MOS (C).
2. PPS to CMD, BSNL.
3. Director (Finance) BSNL.
4. Director (HRD)/(Opr)/(Plg)/(C&NS), BSNL.
5. Advisor (Finance)/DDG (EAF) DOT.
6. Sr.DDG (FP)/Sr.DDG (Pers)/DDG (Trg) CO, BSNL.
7. The Jt.DDG (SEA)/(Trg)/Trg.Fin)/(DE), CO, BSNL.
8. The General Secretary, All India P&T Accounts & Finance Service Officers' Association (CHQ), A-4/6, M.S. Flats, Peshwa Road, Gole Market, New Delhi-110 001.
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Section Officer (SEA)