



भारत संचार निगम लिमिटेड १४/८

(भारत सरकार का उद्यम)

**Bharat Sanchar Nigam Limited**

(A Govt. of India Enterprise)

No. 5-12/2001-Pers.-IV

Dated: 18/10/2001

To

All Chief General Managers, Telecom Factories  
'Kolkata/Jabalpur/Mumbai/Richhai'

Sub: Forwarding of Recruitment Rules of Junior  
Telecom Officers (Telecom Factories) of 2001.

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I am directed to forward herewith a copy of  
Recruitment Rules of Junior Telecom Officers  
(Telecom Factories) of 2001 for further information  
and necessary action. Hindi version follows.

Encl: As above.

*Mms*

( M. BAJPAL )

ASST. DIRECTOR GENERAL (PERS.-IV)

TEL : 3310401/3032223

Copy to:-

1. P.S. to MCC/MOS@
2. CMD, BSNL, New Delhi.
3. Director  
(HRD)/(Opr.)/(Plg.)/(Fin.)/(C&NS), BSNL
4. D.D.G.(Pers.)/(Trg.), BSNL
5. D.D.G.(Estt)/Director(Staff)DoT.
6. Jt. D.D.G.(Pers.)/(TE)/(Trg.)/(DE), BSNL
7. ADG(PAT)/(SNG)/, DoT.
8. All ADGs of Personnel Branch of Corporate  
Office, BSNL.

# भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)



**BHARAT SANCHAR NIGAM LIMITED**  
**A Govt. of India Enterprise**

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PUBLISHED BY HRD CELL OF BSNL

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## **Recruitment Rules of Junior Telecom Officers (Telecom Factories)**

*Issue No. : 1*

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New Delhi, 4<sup>th</sup> October, 2001/Asvina 12, 1923 Saka

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**1. Short title and commencement: -**

- i) With the approval of BSNL Board the following rules regulating the method of recruitment to the post of Junior Telecom Officer (Telecom Factories) in BSNL are hereby made, namely:
- ii) These rules may be called the Junior Telecom Officer (Telecom Factories) Recruitment Rules, 2001 (Issue: 1).
- iii) They shall come into force with effect from 4<sup>th</sup> October 2001.

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2. **Definition:** 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 Bhawan, 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.

3. **Application:** These Rules shall apply to the posts as specified in Column (1) of the Schedule annexed to these Rules.

4. **Number of posts, classification and scale of pay.** – The number of the said post, its classification and the scale of pay attached thereto shall be as specified in columns 2 to 4 of the Schedule annexed to these rules.

5. **Method of recruitment, age limit, qualifications, etc.** – The method of recruitment, age limit, qualification and other matters relating to the said post shall be as specified in column 5 to 11 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.

7. **Bond, training and syllabus :-**

- 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 Junior Telecom Officer (Telecom Factories), in the proforma as prescribed by the company.


- 14/c
- ii) The candidates selected both against the direct recruitment quota of vacancies and internal promotion quota of vacancies shall have to successfully undergo training as per the training plan laid down by the Company before their appointment as JTO (Telecom Factories).

**8. Service under the Territorial Army:-** A Junior Telecom Officer (Telecom Factories), who has not completed the age of forty years shall if so required, will be liable to serve in the Territorial Army subject to the provisions of Section 6 A of the Territorial Army Act, 1948(58 of 1948) and the rules made there under.

**9. 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 category of persons in accordance with the orders issued by the Central Government from time to time in this regard.

**10. Initial Constitution:-**

- (i) All officials holding the post of Junior Telecom Officer (Telecom Factories) on regular basis 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 Junior Telecom Officer (Telecom Factories) in BSNL.
- (ii) The continuous regular service of officials referred to in sub-rule 10(i) above before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension.
- (iii) The officials holding grade of Rs. 5500-9000 will be enblock senior to the officers holding grade of Rs. 5000-8000. The inter-se-seniority in two grades will remain the same.

  
(श्रीका बाजपेई)  
(SHRIKA BAJPEI)  
सि.डी.ओ. (कॉन्ट्रोलिंग एंगिनीयर)  
आ.डी.ओ. (कॉन्ट्रोलिंग एंगिनीयर)  
भारत संचार निगम लि., नई दिल्ली  
B. S. N. Ltd., New Delhi

wmc

## SCHEDULE

Name of Post	Number of Posts	Classification	Scale of Pay	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 qualification required for Direct Recruits
1	2	3	4	5	6	7	8
Junior Telecom Officer (TF)	154* *(Subject to variation dependent on work-load)	Executive	IDA pay scale in BSNL, corresponding to the CDA scale of Rs.6500-200-10500.	Not applicable	Not exceeding 30 years.  <u>Note-1</u> Relaxation for Company employees upto 5 years in accordance with the instructions or orders issued by BSNL.  <u>Note-2</u> The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Laddakh Division of Jammu and Kashmir state, Lahaul and Spiti District and Pangri sub division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshdweep).	Not applicable	Bachelor of Engineering / Bachelor of Technology or equivalent Engineering degree in any of the following disciplines.  <ul style="list-style-type: none"> <li>• Telecommunications</li> <li>• Electronics</li> <li>• Computer Science</li> <li>• Electrical Engineering</li> <li>• Mechanical Engineering</li> <li>• Metallurgy</li> </ul>

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Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether direct recruitment or by promotion or by deputation/absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made	Composition of Committee for considering confirmation of direct recruits
9	10	11	12	13
No	Two years For Direct Recruits	i) 50% by Direct Recruitment, ii) 50% by promotion through Limited Internal Competitive examination of BSNL *Note as given below	50% by promotion through limited internal competitive examination referred to in item (ii) in Col. 11, from Group 'C' employees of Telecom Factories including those in industrial cadres, below 50 years of age as on the date of such exam, possessing three years 'Diploma in any stream indicated in Col. 8 and having 10 years regular service in Group 'C'.	1. DDG(Pers) - Chairman 2. DDG(TF) - Member. 3. ADG(TFS) - Member Note:- Appointing authority will be senior most CGM(TF).

\* Provided that if the number of Departmental candidates who qualify in the competitive examination is less than the number of vacancies available for such candidates, the remaining vacancies shall be filled from outside candidates.



(M BAJPAI)  
Asstt. Director General (Pers-IV)

207/c  
44/c

**Bharat Sanchar Nigam Limited**  
(A Govt. of India Enterprise)  
Corporate Office  
(Personnel-IV Section)  
[Establishment Branch]

Bharat Sanchar Bhawan, New Delhi-110 001

No. 5-14/2009-Pers.IV  
Dated: July 30<sup>th</sup>, 2009.

AMENDMENT in BSNL RECRUITMENT RULES JTO(TF)-2001

TO,

The Chief General Managers, Telecom Factories  
KOLKATA / JABALPUR / MUMBAI.

In partial modification of this office letter no. 5-12/2001-Pers-IV dated 18-10-2001 vide which BSNL Recruitment Rules of Junior Telecom Officer (Telecom Factories) of 2001 were notified, the column no. 12 of Schedule of Recruitment Rules is amended as under:-

“ 50% by promotion through limited internal competitive examination referred to in item (ii) in Col 11, from Group ‘C’ employees ( or equivalent non-executive employees under IDA scale) of Telecom factories including those in industrial cadres, below 50 years of age as on the date of such exam possessing following essential qualifications and experience:-

- (i) Bachelor of Engineering/ Bachelor of Technology or equivalent Engineering Degree in any of the discipline indicated in Col.8
- Or 3 years diploma in any discipline indicated in Col.8
- Or Bachelor of Science with Physics and Mathematics
- (ii) 10 years regular service in post in Group C / Industrial cadres ( including equivalent non-executives posts under IDA scale). ”

  
30.7.09  
(P.M.VERMA),

Asstt. General Manager (Pers-IV),  
TF: 011-23734152 FAX: 011-23734051.

Copy to:-

1. P.S. to MOC&IT/ MOS (C &IT).
2. CMD, BSNL, New Delhi.
3. DIRECTOR  
(HR)/ (CFA)/ (CM)/ (Fin.)/ (Enterprise), BSNL.
4. PGM/ GM  
(Pers)/ (Estt.)/ (TF)/ (Trg.)/ (IR), BSNL.
5. DDG(Estt)/ Director (Staff), DoT.
6. DGM  
(Pers.)/ (Estt)/ (TF)/ (Trg.)/ (DE), BSNL.
7. ADG (PAT)/ (SNG), DoT.
8. AGM (Pers-I)/ (Pers-II)/ (Pers-III)/ (Pers-IV)/ (Pers-V), BSNL CO.
9. All Unions/Associations concerned.
10. OL Section for Hindi version.
11. Intranet BSNL.
12. Spare copy.

  
30.7.09  
(D.S.BEDI)  
Dy. Manager (Pers-IV)

Handwritten notes: "Sund" and "7/8/07" with a signature.

Handwritten note: "- 2/c -" with a circular arrow pointing to the right.

Handwritten note: "45/c"

भारत संचार निगम लिमि  
( भारत सरकार का उद्यम )  
**BHARAT SANCHAR NIGAM LIM**  
(A Government Of India Enterprise)

No. 250-4/2007-Pers-III  
Dated: 7.8.2007

To

All Heads of the Telecom Circles,  
Bharat Sanchar Nigam Limited.

Sub: 5th CPC Recommendations—Revision of Pay Scales—Amendments of  
Service Rules/Recruitment Rules—regarding.

In the light of instructions contained in Department of Personnel & Training O.M No. AB.14017/2/1997-Estt.(RR)/PT dated 19.1.2007, circulated vide BSNL's SCT Cell letter No.10-4/2004-SCT dated 14.06.2007, approval of the Competent Authority is hereby conveyed for substituting Column No. 11 of the Annexure to the Recruitment Rules of Telecom Technical Assistant (TTA), Telecom Mechanic, Driver, Junior and Senior Hindi Translators notified by BSNL as under :-

"Method of recruitment whether by direct recruitment or by promotion-or by deputation/absorption and percentage of vacancies to be filled by various methods".

- As regards the Recruitment Rules of Stenographer Gr.III, the same stand rescinded with the declaration of the cadre as wasting cadre vide letter No. 20-8/2002-Pers-II dated 20.2.2004.
- You are, therefore, requested to take necessary action in the matter accordingly.

Handwritten signature and date: "7/8/2007"

(RAJENDER PRASAD)  
ASSTT. DIRECTOR GENERAL (PERS-III)  
TEL: 23310401 FAX: 23725255

Copy for information to :

- PS to DIR (HRD)/DIR(Fin), BSNL CO.
- Sr.DDG (FP)/(BW)/(Elect)/(Arch), BSNL CO.
- DDG (Pers)/(SR)/TF/(EF)/(CA), BSNL CO.
- Chief Liaison Officer (SCT), BSNL C.O.— w.r.t. letter No. 10-4/2004-SCT/224 dated 15.6.2007.
- Jt.DDG(Pers)/(SEA)/(BW)/(Elect)/(Arch)/(EF), BSNL CO.
- General Secretary, BSNLEO, New Delhi.
- AD(OL)—for Hindi version.

Handwritten initials: "ac"



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BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)  
Statesman House, Barakhamba Road  
New Delhi - 110 001.

No. 10-4/2004-SCT/Pt.

Dated : 14 June, 2007.

Subject: Fifth Central Pay Commission's recommendations - Revision of Pay Scales - amendment of Service Rules/Recruitment Rules.

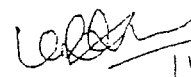
To

All Heads of Telecom Circles/Metro Districts.

I am directed to forward herewith a copy of OM.No. AB.14017/2/1997-Estt.(RR)/Pt. dated 19th January, 2007 issued by Department of Personnel & Training on the subject mentioned above.

It is, therefore, requested that the instructions contained therein may be followed scrupulously.

Encl: As above.

  
(R.K. Varun) 14/6/07  
Chief Liaison Officer(SCT)  
Tele.No.011-23037363.

Copy to:

1. Sr.DDG(Estt.), Sr.DDG(Arch.), Sr.DDG(BW), Sr.DDG(Elect.), Sr.DDG(FP), DDG(TF), DDG(Pers.), DDG(SR) BSNL CO.
2. Jt.DDG(Pers.), BSNLCO.
3. ADG(CSS), ADG(Pers.I), ADG(Pers.II), ADG(Pers.III), ADG(Pers.IV), ADG(SEA) BSNLCO.
4. All recognized Unions/Associations
5. Guard File.

- 1 -

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No.AB.14017/2/1997-Estt.(RR)/Pt.  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(DEPARTMENT OF PERSONNEL & TRAINING)

New Delhi, dated the 19<sup>th</sup> January, 2007

OFFICE MEMORANDUM

Subject: Fifth Central Pay Commission's recommendations – Revision of Pay Scales – amendment of Service Rules / Recruitment Rules.

The undersigned is directed to refer to this Department's OM No. AB – 14017/2/97-Estt.(RR) dated the 25<sup>th</sup> May, 1998 on the subject noted above and to say that paragraph 2 of the said OM provided as follows:-

"The Supreme Court in its judgement in R.K. Sabharwal's case has ruled in favour of a change-over from the existing "vacancy" based reservation roster to "post" based roster. Under the existing policy the determination of different quotas for recruitment is vacancy-based. In order to comply with the aforesaid Supreme Court judgement, which has been implemented vide the DOPT OM No. 360 12/2/96-Estt.(Res.) dated the 2<sup>nd</sup> July, 1997, it will be necessary to amend the existing Service Rules / Recruitment Rules under column 11 of Annexure-1 in the DOP&T guidelines dated the 18<sup>th</sup> March, 1988 to replace the words "percentage of the 'vacancies' to be filled by various methods" by "percentage of the 'posts' to be filled by various methods".

2. The Supreme Court in its Judgement in CWP No. 5893 of 1997 decided on 18.12.1998 – State of Punjab & Others vs. Dr. R.N. Bhatnagar & another held as follows:-

"The quota of percentage of departmental promotees and direct recruits has to be worked out on the basis of the roster points taking into consideration vacancies that fall due at a given point of time. .... there is no question of filling up the vacancy created by the retirement of a direct recruit by a direct recruit or the vacancy created by a promotee by a promotee.

3. The Court also held that the decision rendered by the Constitution Bench in R.K. Sabharwal's case vs. State of Punjab & others [(1995(1) SLR 791(SC)] in connection with Article 16 (4) and the operation of

roster for achieving the reservation of posts for Scheduled Castes, Scheduled Tribes & Backward Classes as per the scheme of reservation, cannot be pressed in service for the scheme of method of appointment.

4. The Supreme Court referred the above-mentioned case in its judgement dated 22.2.1999 in All India Federation of Central Excise vs. The Union of India & others [IA Nos. 4, 6-8 in Writ Petition (C) No. 306 of 1988 with Writ Petition (C) No. 651 of 1997], and reiterated the above-mentioned decision.

5. It has, therefore, been decided to rescind the instructions contained in Para 2 of this Department's OM dated 25.5.98, reproduced in paragraph 1 of this OM. The column 11 of the Annexure 1; appended to this Department's OM No. AB-14017/12/87-Estt.(RR) dated 18.3.1988 would continue in its form that existed before the issuance of OM dated 25.5.1998. For the sake of clarity, the column 11 of Annexure 1 would be as follows:-

**Method of recruitment;**

Whether by direct recruitment or by promotion or by deputation / absorption & percentage of the vacancies to be filled by various methods.

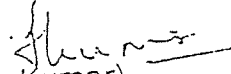
6. In case column 11 of the Annexure 1 in regard to Recruitment Rules for posts has been amended by the ministries / departments in accordance with the instructions contained in the OM of 25.5.1998, the same may be amended / notified again, as indicated in paragraph No. 5, in consultation with the Legislative Department. This may be done without making reference to the Department of Personnel & Training / Union Public Service Commission.

7. The attached Annexure illustrates how the post-based roster for reservation and vacancy-based roster for appointment under various methods are to be operated.

8. The reservation position for SCs/STs/OBCs would continue to be governed by the DOPT OM No. 36012/2/96-Estt.(Res.) dated 2<sup>nd</sup> July 1997.

9. This would take effect from the date of issue and the past cases would not be reopened.

10. Hindi version will follow.

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(Smita Kumar)  
Director

To All Ministries / Departments of the Government of India.

Copy to:

- (i) The Secretary, Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi – 110 011 with reference to their communication No...
- (ii) The Comptroller & Auditor General of India, 10- Bahadur Shah Zafar Marg, New Delhi-110 002

502  
AB-14017/2/1997-Estt. (RR) / A dated 19-1-  
Annexure to DOPT O.M. No. AB-14017/18/2000-Estt. (RR) *Corrigendum vide DoPT om do*  
~~dated 12.1.2007~~

The term 'cadre strength' referred to in this Department's O.M. No. 36012/2/96-Estt (Res) dated 2.7.1997 in relation to calculation of reservation/maintenance of reservation registers/rosters means the number of posts required to be filled by a particular mode of recruitment in terms of the applicable Recruitment Rules. In a grade comprising 200 posts, where the Recruitment Rules prescribe a ratio of 40:40:20 for direct recruitment, promotion and deputation respectively, the cadre strength for direct recruitment and promotion shall be 80 each. Since there is no reservation for posts to be filled by deputation, 40 posts will not be subject to reservation. The O.M. of 2.7.97 also provides that if there is any increase or decrease in the cadre strength, size of the reservation roster will change and the number of reserved posts will also increase or decrease accordingly.

When recruitment is made vacancy-based, it is possible that at any given point of time, the share of direct recruitment may increase and the share of promotion may correspondingly decrease, or vice-versa. In such cases, cadre strength for direct recruitment and cadre strength for promotion would change from year to year. Consequently, the number of reserved posts in direct recruitment quota and promotion quota will also change from year to year.

The following illustration clarifies the position:

#### Illustration

Suppose sanctioned strength of a grade is 1000 and the Recruitment Rules for the grade provide that 50% of the vacancies shall be filled by direct recruitment on an All India basis by open competition and 50% by promotion. Reservation for SCs, STs and OBCs in direct recruitment in this case will be 15%, 7.5% and 27% respectively and in promotion reservation will be 15% for SC and 7.5% for ST.

Suppose all the 1000 posts were filled in the year 2000 of which 500 i.e. 50% of the posts were filled by direct recruitment and 500 i.e. 50% of the posts were filled by promotion. The number of reserved posts in direct recruitment quota and promotion quota in that grade in the year 2000 would be as given below:

Direct Recruitment:	SCs-75,	STs-37,	OBCs-135
Promotion	SCs-75,	STs-37	

S/C

Suppose in the year 2001, a total of 200 vacancies arose in the grade, of which 50 posts were vacated by candidates from the direct recruitment quota and 150 by candidates from the promotion quota. As a result of this, the number of incumbents in the direct recruitment quota became 450 and in the promotion quota 350. Since Recruitment Rules provide for filling of 50% of the vacancies by direct recruitment and 50 % promotion, 100 vacancies in the year 2001 will be filled by direct recruitment and 100 by promotion. Thus in that year, the cadre strength for direct recruitment quota would become 550 and for promotion quota it would become 450. The number of reserved posts in the direct recruitment quota and promotion quota in that year will be as follows:

Direct Recruitment:	SCs-82,	STs-41,	OBCs-148
Promotion	SCs-67,	STs-33	
	***		