



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL BRANCH

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

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Recruitment Rules of BSNL Management Services

No. 400-106/2007-Pers.I

Dated: 14th JULY, 2009 at New Delhi

1. **SHORT TITLE AND COMMENCEMENT:** With the approval of BSNL Board, the following rules relating to recruitment of Executives in BSNL are hereby made:

1.1 These rules may be called the '**BSNL Management Services**' (herein after to be referred as BSNLMS in short) **Recruitment Rules, 2009.**

1.2 These rules shall be effective from 11th June 2009.

1.3 Powers for relaxation/ modification/ amendment to these rules will vest with the BSNL Board.

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

2.1 **Board:** Means the Board of Directors of the Company and includes in relation to the exercise of power by any committee of the Board or any Officer of the company to whom the Board delegates any of its powers.

2.2 **Company:** Means Bharat Sanchar Nigam Limited (BSNL, a Government of India Enterprise) having its registered office at New Delhi.

2.3 **Common Management posts:** The common Management post of SAG Level and above of the BSNL Management Services like HR/Administration/Marketing/Sales etc. where technical expertise is not necessitated by virtue of Telecom operations requirement, may be filled up by Executives at SAG Level and above with requisite Qualifications from any Streams of Management Services on merit basis.

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- 2.4 **Corporate Promotion Committee (CPC)** - A duly formed committee to assess the suitability of the candidate for promotion, in an objective and impartial manner.
- 2.5 **Department:** Means Department of Telecom.
- 2.6 **Functional Stream:** Means the discipline to which the executive has been recruited, viz. Telecom Operations, Finance, Civil, Electrical, Architecture, Telecom Factories and Other Streams.
- 2.7 **Government:** Means Government of India.
- 2.7(a) **Mode of Recruitment:** The mode of recruitment shall be either by examination or interview or examination & interview or Campus Selection.
- 2.8 **Mode of promotion:** There shall be two modes of promotion:
[a] Selection cum Seniority.
[b] Selection by Merit.
The selection process and criteria of merit will be notified as per Managements needs.
- 2.9 **Service:** Means Service rendered in the grade in the substantive capacity.
- 2.10 **Year of Examination:** In respect of absorbed Group "A" officers will have same meaning as prescribed by DOP&T. In respect of Management Trainees, it will be year in which the examination is actually held.
3. **Appointing Authority:** Appointing Authority will be BSNL Board, which means the Board of Directors of the Company and includes in relation to the exercise of power by any committee of the Board or any Officer of the company to whom the Board delegates any of its powers.
4. **BSNL Management Services (BSNLMS):** All the services (say various existing cadres) comprising of Telecom Operations, Finance, Civil, Electrical, Architecture, Telecom Factories and Other Streams shall be known as "BSNL Management Service".
- 4.1 The Executives directly recruited/to be recruited by the company (lateral entry) at the level higher than that of Management Trainees will also be part of BSNL Management Services. Their career progression in BSNLMS will be same unless otherwise mentioned specifically at the time of such induction.

5. Authorized* strength of the BSNL Management Services (BSNLMS):
The existing authorized strength of various constituents of the service, which is subject to change as per work load, are given in schedule below: -

5.1 Telecom Operations of BSNLMS:

Sl. No.	Grade/Level	Pay Scale in Rs (pre revised)	BSNLMS Telecom Operations (Posts)
i.	Executive Director	25000-650-30200 plus Positional Allowance of Rs 2,500 (Equivalent to CDA Rs 22,400-600-26,000)	04
ii.	Chief General Manager / Principal General Manager (Equivalent to HAG)	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	82
iii.a	Senior General Manager [NF]	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	569
iii.b	General Manager (Equivalent to SAG)	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)	
iv.a	Additional General Manager [NF]	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)	1398
iv.b	Joint General Manager [NF]	17,500-400-22,300 (Equivalent to CDA Rs 14,300-400-18,300)	
iv.c	Deputy General Manager (Equivalent to JAG)	16,000-400-20,800 (Equivalent to CDA Rs 12,000-375-16,500)	
v.	DE/AGM (Equivalent to STS)	14,500-350-18,700 (Equivalent to CDA Rs 10,000-325-15,200)	5461

5.2 Telecom Finance of BSNLMS:

Sl. No.	Grade/Level	Pay Scale in Rs (pre revised)	BSNLMS Finance (Posts)
i.	Executive Director	25000-650-30200 plus Positional Allowance of Rs 2,500 (Equivalent to CDA Rs 22,400-600-26,000)	01
ii.	Chief General Manager / Principal General Manager (Equivalent to HAG)	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	08
iii.a	Senior General Manager [NF]	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	59
iii.b	General Manager (Equivalent to SAG)	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)	
iv.a	Additional General Manager [NF]	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)	402
iv.b	Joint General Manager [NF]	17,500-400-22,300 (Equivalent to CDA Rs 14,300-400-18,300)	
iv.c	Deputy General Manager (Equivalent to JAG)	16,000-400-20,800 (Equivalent to CDA Rs 12,000-375-16,500)	
v.	CAO/AGM (Equivalent to STS)	14,500-350-18,700 (Equivalent to CDA Rs 10,000-325-15,200)	1347

5.3 Civil, Electrical, Architect, Telecom Factories and other Streams of BSNLMS:

Sl. No.	Grade	Pay Scale in Rs	BSNLMS				
			Civil	Electrical	Arch	TF	Others
i.	PGM/PCE/PCA (Equivalent to HAG)	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	05	03	01	1	
ii.a	Senior General Manager/ Sr CE / Sr CA [NF]	25000-650-30200 (Equivalent to CDA Rs 22,400-525-24,500)	51	17	04	14	01
ii.b	GM/CE/CA (Equivalent to SAG)	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)					
iii.a	Additional General Manager/ Addl CE / Addl CA [NF]	23750-600-28550 (Equivalent to CDA Rs 18,400-500-22,400)					
iii.b	Joint General Manager / Jt CE / Jt CA [NF]	17,500-400-22,300 (Equivalent to CDA Rs 14,300-400-18,300)	68	34	18	26	04
iii.c	Deputy General Manager / SE / SA (Equivalent to JAG)	16,000-400-20,800 (Equivalent to CDA Rs 12,000-375-16,500)					
iv.	DE/AGM /EE/Architect (Equivalent to STS)	14,500-350-18,700 (Equivalent to CDA Rs 10,000-325-15,200)	222	134	28	08	41

6. Initial constitution:

6.1 All the executives regularly appointed to various grades before commencement of these rules, whether by the Government who came on absorption in BSNL or those appointed on regular basis by BSNL shall be deemed to have been appointed to their respective grades in BSNL.

6.2 The Group "A" officers absorbed from Indian Telecommunications Service (ITS) Group "A" and Indian P&T Accounts and Finance Service, (IP&TAFS) Group "A" will form part of their respective streams of BSNLMS and all these absorbed Group "A" officers shall rank en-bloc senior in their respective grade to any executive or Management Trainee and higher level of respective streams, recruited or promoted by BSNL in any grade.

The Group "A" officers recruited after 01.10.2000 and absorbed from Indian Telecommunications Service (ITS) Group "A" and Indian P&T Accounts and Finance Service, (IP&TAFS) Group "A" will also form part of their respective streams of BSNLMS and these entire absorbed Group "A" officers shall rank en-bloc senior in their respective grade, to any executive or Management Trainee and higher level of respective streams, recruited or promoted by BSNL in any grade.

6.3 The Group "A" officers absorbed from other services, viz., P&T Building Works, Telecom factory services, General Civil Services etc. and executives directly recruited by the company above the grade of Management Trainees shall form part of their respective streams of BSNLMS, however, all the absorbed Group "A" officers shall rank en-bloc senior in their respective grade to any executive recruited or promoted by BSNL in respective streams in any grade,

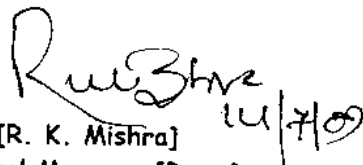
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7. **Field of selection/ minimum qualifying service for promotion inter-se seniority:**
- 7.1 Method of Recruitment, Field of Promotion & Minimum qualifying service in the lower grade for appointment of Executives on promotion to Higher Grade for various constituents/streams of the BSNL Management Services shall be as per schedule IA, IB, IC & ID.
- 7.2 **Inter-se seniority** between STS Executives promoted from MTs and from SDE/AO equivalent cadres will be prepared/fixed for promotion to JAG level as per schedule IA. Promotion to JAG will be done from executives working at STS level on regular basis from a seniority list prepared with MTs and promoted STS executives in 1:1 ratio as per inter-se seniority principle mentioned above i.e. Schedule 1A.
8. **Reservation:** Since as per Government of India Guidelines the post based reservations in recruitment as well as promotions are to be provided up to lowest rung of Group "A", which is JTS level in Government of India and since JTS level is not a substantive level in BSNL, the reservation in promotion shall be provided at DE/AGM level [equivalent to STS].
9. **Zone of consideration:** The Zone of Consideration for post-based promotions in cadre-based services will be as per DOP&T guidelines or as decided by BSNL Board.
10. **Benchmark, Constitution of CPC etc.:** Benchmark, Constitution of CPC & Accepting Authority for promotions to various Grade (s) / Level (s) shall be as per schedule - II
11. **Sealed cover procedure** as per DOP&T instruction or as decided by BSNL Board will be followed by Corporate Promotion Committee (CPC).
12. **Consideration of promotion of seniors with less qualifying service:** In case where juniors who have completed their qualifying / eligibility service are being considered for promotions, their seniors would also be considered provided they are not short of the requisite qualifying / eligibility service by more than one year on the date of reckoning for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.
13. **Fitment Method:**
- 13.1 On being found fit for IDA scale up gradation, fixation as per FR-22 1(a) (i) or as per the company equivalent rules in force from time to time, shall be allowed. Any executive who has been granted NFSG scale on 01.10.2000 or later, their pay will also be fixed as per FR-22 (1)(a)(i)
- 13.2 Consequent to grant of any post based promotion, the executive's pay will be fixed as per FR-22 1(a) (i) or as per the company equivalent rules in force from time to time, only in cases, where such post carries higher scale from the current scale of the executive being promoted. Further where executive's pay scale is the same as that of promoted post, benefit of one increment in the current scale of the executive shall be granted on promotion. However, in cases where the executive's current pay scale is higher than that of the promoted post, such post based

promotions will be treated as placements with grant of substantive status of the post.

- 13.3 Any individual benefit extended to All Group "A" absorbed officers in accordance with the terms and conditions of absorption, such benefits shall be treated as personal to them and no claim what-so-ever can be made by comparison on grounds of Seniority, Class, Community, Cadre, Stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation, substantive status etc.
14. Provisions of these recruitment rules will also be subject to final terms and conditions of absorption of Group 'A' Officers in BSNL in future.
15. **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.
16. **Disqualification:** - No person -
- 16.1 Who has entered into or contracted a marriage with a person having a spouse living
or
- 16.2 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.
17. **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.
18. **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.

Dated: 14th July 2009


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General Manager [Pers.]
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Schedule - IA

Method of Recruitment, Field of Promotion & Minimum qualifying service in the lower grade for appointment of EXECUTIVES on promotion to Higher Grade of Telecom Operations & Finance of BSNLMS

S I. N o	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. E4) promotion 14,500 - 350 - 18,700 (Post Based Promotion) See notes 1-7 below	a. From directly recruited MTs, to the extent of vacancies decided by BSNL every year subject to max. of 50% of the posts b. 50% of posts by Promotion from SDE/AO Level executives	As per Management Trainee Recruitment Rule (MTRR) 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 recognized 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) 16,000 - 400 - 20,800 (Post Based Promotion) See notes 1-7 below	By Promotion	Selection by Merit	Inter-se seniority between STS Executives promoted from MTs and SDE/AO equivalent cadres will be prepared/fixed for promotion to JAG level in the following manner: i. STS Exe. From SDE/AO Equa. ii. STS Exe. From MT gradation list iii. STS Exe. From SDE/AO Equa iv. STS Exe. From MT gradation list. v. STS Exe. From SDE/AO Equa vi. STS Exe. From MT gradation list. vii. STS Exe. From SDE/AO Equa viii. STS Exe. From MT gradation list and so on
3.	Joint General Manager 18,500-450-23,900 [E7] [NF]	By Promotion	Selection by merit	[a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL ... 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] 23,750-600- 28,550(Equivalent to E9 scale)	By Promotion	Selection by merit	Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager's Grade as on January 1 st of the year.

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5.	General Manager (Equivalent to SAG i.e. E9 Scale) 23,750-600-28,550 (Post Based Promotion)	By Promotion	Selection merit	by	[a] In respect of officers recruited at Group 'A' level and absorbed in BSNL... 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. [b] In respect of 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 25,000-650-30,200 i.e. E9A Scale [NF]	By Promotion	Selection merit	by	[a] In respect of officers recruited at Group 'A' level and absorbed in BSNL. Officers with three years in regular General Manager's grade and entering in the 25th years 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. Executive in regular General Manager's grade with 8 years of regular service in the grade of GM.
7.	Chief General Manager/PGM (Equivalent to HAG) 25,000-650-30,200 (Post Based Promotion)	By Promotion	Selection merit	by	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 25,000-650-30,200 plus Positional Allowance Rs 2,500 per month (Post Based Promotion)	By Promotion	Selection merit	by	All regular CGM / PGM level executives in HAG grade with at least two years (from the date of occurrence of vacancy) of service left for the superannuation.

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 scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-22300 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 levels does not get post based promotion corresponding to next grade with in a period of 4 to 6 years.
2. Educational qualification for executives to be promoted to the grade of DE/AGM/CAO (see serial no. 1b, column no. 5) shall be engineering degree or equivalent in Telecommunications, Electronics & Computers / IT/ Electrical for Telecom Operations & graduate or equivalent in respect for 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 trainee to be recruited will be decided by the BSNL Management each year.
4. The posts remaining unfilled at STS level after actions as mentioned in 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 /regularized 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, case for relaxation in eligibility service may be considered subject to approval of Management Committee.
7. All the scale indicated above are pre-revised scale.

Schedule - IB

Method of Recruitment, Field of Promotion & Minimum qualifying service in the next lower grade for appointment of executives on promotion to Higher Grade of Civil Engineers, Electrical Engineers & Architects of BSNLMS.

S I. N o	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 and the minimum qualifying service for promotion
1	2	3	4	5
1.	Assistant General Manager/EE/Arch (Equivalent of STS i.e. E4) 14,500 - 350 - 18,700 (Post Based Promotion)	Promotion from SDE/AE Level executives	Selection- cum- seniority	[a] From JTS grade having 4 years of regular service in the grade. [b] From regular SDE/AE or equivalent grade of concerned discipline, who are graduate (as detailed at note 2 below) from an Indian Institute / University recognized under Indian Laws in prescribed discipline, with total qualifying service of 7 years as on 1 st January of the year.
2.	Deputy General Manager/SE/SA (Equivalent to JAG i.e. E5) 16,000 - 400 - 20,800 (Post Based Promotion)	By Promotion	Selection by merit	Executives in Assistant General Manager/EE/Arch or equivalent (erstwhile STS) Grade, who have completed 4 years of regular service in the grade as on 1 st January of the year.
3.	Joint General Manager/SE/SA Now 18,500-450-23,900 [E7][NF]	By Promotion	Selection by merit	[a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL ... 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 1 st Jan of the year.
4.	Additional General Manager [NF] / Additional CE/ Additional CA 23,750-600-28,550[E9]	By Promotion	Selection by merit	Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager's Grade as on January 1 st of the year.
5.	General Manager/CE/CA (Equivalent to SAG) 23,750-600-28,550 (Post Based Promotion)	By Promotion	Selection by merit	[a] In respect of officers recruited at Group A level and absorbed in BSNL ... Officers in JGM /Additional GM or equivalent 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. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in JGM/Addl GM or equivalent Grade with a combined regular service of 5 year in JGM/Addl GM.
6.	Sr General Manager/Sr CE/Sr CA 25,000-650- 30,200[E9A][NF]	By Promotion	Selection by merit	[a] In respect of officers recruited at Group A level and absorbed in BSNL, Officers with three years in regular General Manager's grade and entering in the 25th years 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.

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				[b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in General Manager's grade with 8 years of regular service in the grade of GM.
7.	Chief General Manager/PGM/PCE/PCA (Equivalent to HAG) 25,000-650-30,200 (Post Based Promotion)	By Promotion	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.

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 scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-22300 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 levels does not get post based promotion corresponding to next grade with in a period of 4 to 6 years.
2. Educational qualification for executives to be promoted to the grade of Assistant General Manager/EE/Arch (see serial no. 1, column no. 5) shall be degree in engineering or equivalent in respect of Civil & Electrical Disciplines whereas degree in Architecture or equivalent and valid registration as Architect with the Council of Architects for Architectural Discipline.
3. After publication of this BSNLMS RRs, eligible Absorbed Group A officers shall be promoted /regularized on the vacancies of their quota as per provisions of these RRs. Those who have been working on adhoc basis may be given next promotion, by relaxing the eligibility service condition as a one-time measure.
4. All the scale indicated above are pre -revised scale

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Schedule - IC

Method of Recruitment, Field of Promotion & Minimum qualifying service in the next lower grade for appointment of executives on promotion to Higher Grade of Telecom Factories of BSNLMS

S I. N o	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 and the minimum qualifying service for promotion
1	2	3	4	5
1.	Assistant General Manager / (Equivalent of ST5 i.e. E4) 14,500 - 350 - 18,700 (Post Based Promotion)	Promotion from Group "B" Executives	Selection- cum- seniority	[a] From JTS grade having 4 years of regular service in the grade. [b] From regular SDE/AE or equivalent grade of concerned stream, who are engineering graduate/graduate (as detailed at note 2 below) from an Indian Institute / University recognized 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) 16,000 - 400 - 20,800 (Post Based Promotion)	By Promotion	Selection by merit	Executives in AGM Grade, who have completed 4 years of regular service in AGM's grade as on 1 st January of the year.
3.	Joint General Manager Now 18,500-450-23,900 [E7][NF]	By Promotion	Selection by merit	[a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL ... 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] 23,750-600-28,550[E9]	By Promotion	Selection by merit	Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager's Grade as on January 1 st of the year.
5.	General Manager (Equivalent to SAG) 23,750-600-28,550 (Post Based Promotion)	By Promotion	Selection by merit	[a] In respect of officers recruited at Group 'A' level and absorbed in BSNL ... 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. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL... Executives in JGM/Addi GM Grade with a combined service of 5 year in regular JGM/Addi GM grade.
6.	Sr General Manager [NF] 25,000-650- 30,200[E9A]	By Promotion	Selection by merit	[a] In respect of officers recruited at Group A level and absorbed in BSNL, Officers with three years in regular General Manager's grade and entering in the 25th years 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 General Manager's grade with 8 years of regular service in the grade of GM.

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7	Chief General Manager/PGM (Equivalent to HAG) 25,000-650-30,200 (Post Based Promotion)	By Promotion	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.
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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 scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-22300 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 levels does not get post based promotion corresponding to next grade with in a period of 4 to 6 years.
2. Educational qualification for executives to be promoted to the grade of Assistant General Manager (see serial no. 1, column no. 5) shall be degree in engineering or equivalent. 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 AGM
3. After publication of this BSNLMS RRs, eligible Absorbed Group 'A' officers shall be promoted /regularized on the vacancies of their quota as per provisions of these RRs. Those who have been working on adhoc basis may be given next promotion, by relaxing the eligibility service condition as a one-time measure.
4. All the scale indicated above are pre-revised scale

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Method of Recruitment, Field of Promotion & Minimum qualifying service in the lower grade for appointment of executives on promotion to Higher Grade of all other streams of BSNLMS

These RRs will be applicable for all other absorbed / recruited executives of various services (not covered in 1A/1B/1C) above the level of Management Trainee

S l. 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 and the minimum qualifying service for promotion
1	2	3	4	5
1.	Assistant General Manager (Equivalent of STS i.e. E4) 14,500 - 350 - 18,700 (Post Based Promotion)	Promotion from SDE Level equivalent Executives	Selection- cum- seniority	From regular SDE equivalent grade executives, who are graduate from an Indian Institute / University recognized 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) 16,000 - 400 - 20,800 (Post Based Promotion)	By Promotion	Selection by merit	Executives in Managers Grade, who have completed 4 years of regular service in Manager's grade as on 1 st January of the year.
3.	Joint General Manager Now 18,500-450-23,900 [E7] [NF]	By Promotion	Selection by merit	Executives in Deputy General Manager's Grade, who have completed 5 years of regular service in Deputy General Manager's grade as on 1 st January of the year.
4.	Addl General Manager 23,750-600-28,550 i.e. E9[NF]	By Promotion	Selection by merit	Executives in Joint General Managers Grade who have completed 5 years in Joint General Manager's Grade as on January 1 st of the year.
5.	General Manager (Equivalent to SAG) 23,750-600-28,550 (Post Based Promotion)	By Promotion	Selection by merit	Executives in Joint General Manager or Additional General Manager's Grade who have completed 5 years in Joint General Manager's /Additional GM's Grade as on January 1 st of the year.
6.	Sr General Manager 25,000-650- 30,200[E9A][NF]	By Promotion	Selection by merit	Executives in General Manager's Grade who have completed 8 years in regular General Manager's Grade (Pay scale Rs 23,750-600-28,550) as on January 1 st of the year.

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 scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-22300 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 levels does not get post based promotion corresponding to next grade with in a period of 4 to 6 years.
2. Since the executives covered under above rules either do not have any defined hierarchical promotions or defined up to a level lower than indicated in the above table or those who directly entered at higher levels, as such the post based promotions in respect of such executives will be governed by the individual post hierarchy decisions of BSNL Management from time to time, however, the time bound pay scale up-gradations from one level to another shall be as defined in above table.
3. All the scale indicated above are pre-revised scale

Schedule - II

Bench Mark, Constitution of CPC & Accepting Authority for promotions to various Grade (s) / Level (s)

S N	Grade / Level or Equivalent		Benchmark	Constitution of CPC (Corporate Promotion Committee)
1.	Assistant General Manager or equivalent 14,500 - 350 - 18,700	OC	Selection bench-mark Good, no adverse, not more than one Average	Chairman- GM Level Member- DGM Level Member- CLO (SCT) Accepting Authority- Appointing Authority
		SC/ST	Selection bench-mark Good, no adverse, not more than two Average	
2.	Deputy General Manager 16,000 - 400 - 20,800	OC	Selection bench-mark Very Good, no adverse, not more than one Good	Chairman- PGM Member-GM Level Member- GM Level Accepting Authority- Appointing Authority
		SC/ST	Selection bench-mark Very Good, no adverse, not more than two Good	
3.	Joint General Manager 17,500 - 400 - 22,300 Now 18,500-450-23,900 [E7] [NF]	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- PGM Member-GM Level Member- GM Level Accepting Authority- Appointing Authority
4.	Addl General Manager 23,750-600-28,550[NF]	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- PGM Member-GM Level Member- GM Level Accepting Authority- Appointing Authority
5.	General Manager 23,750-600-28,550 (Post Based Promotion)	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- Dir (HRD) Member- Other Dir Member- Other Dir Accepting Authority- Appointing Authority
6.	Sr General Manager 25,000-650-30,200[NF]	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- Dir (HRD) Member- Other Dir Member- Other Dir Accepting Authority- Appointing Authority
7.	Chief General Manager/PGM 25,000-650-30,200 (Post Based Promotion)	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- Dir (HRD) Member- Other Dir Member- Other Dir Accepting Authority- Appointing Authority
8.	Executive Director 25,000-650-30,200 plus Positional Allowance Rs 2,500 per month	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- Dir (HRD) Member- Other Dir Member- Other Dir Accepting Authority- Appointing Authority

Note:

- For the CPC of Sl. No. 2 to 7 above, if none of the members belong to SC/ST community, CLO (SCT) or any other executive of the rank of GM/CGM Level belonging to SC/ST community may be co-opted as additional member.
- All the scale indicated above are pre-revised scale.

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21/4/2009