



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. 16-11/2002-SEA (Part-II)

Dated: 18.05.2004

To

1. All CGMs/IFA, BSNL Telecom Circles/Districts.
2. All CGMs/IFAs, BSNL Projects/maintenance Zones.
3. The Chief General Manager/IFA, Telecom Stores, Kolkata.
4. All CGMs/IFAs, Task Force Guwahati/T&D Circle
Jabalpur/BRBRAITT Jabalpur/ALTTC Ghaziabad/Q&A
Bangalore/REP Nagpur/NCES New Delhi/Data Network, New
Delhi/NATFM Hyderabad.
5. CGMs, Telecom Factory, Mumbai/Kolkata/Jabalpur.
6. The Chief PAO, ITI Pay Bills Bangalore.

Sub: Conversion/Restructuring of Assistant (Accounts) [formerly known as LDC (TA)] to TOA/Sr.TOA pattern and declaration of Junior/Senior Accountant in BSNL as wasting cadres---regarding.

With the absorption of Group 'C' and 'D' employees in Non-executive category in BSNL, conversion of isolated cadres to that of the main stream cadres, uniformity in career progression etc. have been engaging attention in National Council meetings. In view of the changed working scenario, it has emerged that multiplicity of cadres, continuance of isolated cadres in different streams with limited scope of duties and having separate career progression etc. need to be re-looked in the current context. Accordingly, keeping in view the discussions held in the National Council meetings and related developments with regard to Assistant (Accounts)/Junior Accountant/Senior Accountant, approval of the Competent Authority is hereby conveyed for the following: -

The cadres of Junior/Senior Accountant in BSNL are hereby declared as a wasting cadre with immediate effect. No recruitment will henceforth be made in the grade of Junior/Senior Accountants either by Direct recruitment or from existing Assistant (Accounts) on ad-hoc/local officiating or on regular basis. With this, all the posts of Junior/Senior Accountants will become personal to the incumbents and shall stand abolished as and when the same are vacated by the incumbents on account of retirement/ promotions/resignation etc.

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2. The cadre of Assistant (Accounts) in BSNL will be converted/restructured to TOA/Sr.TOA pattern. Detailed modalities in this regard will be issued separately by the Establishment branch of BSNL Corporate Office.

3. The conversion/restructuring of the Assistant (Accounts) will be on option basis. The officials opting for TOA/Sr.TOA pattern shall be governed by the OTBP/BCR scheme. The non-optees will continue with their present status with pay scale and post personal to them without any further promotions. The posts occupied by such Non-optee Assistant (Accounts) shall stand abolished as and when vacated by the incumbents on account of retirements/promotions/resignation etc. No fresh induction shall be done by any means in the cadre of Assistant (Accounts).

4. The duties presently being performed by the incumbents will continue to be performed by them and fresh requirements, if any, will be met by the Sr. TOA (G).

5. With the implementation of these orders, the present recruitment rules of Assistant (Accounts)/Junior Accountant/Senior Accountants stand withdrawn.

Prema
(PREMA KRISHNAMACHARI)

(ASSISTANT DIRECTOR GENERAL (SEA))

Copy to: -

1. Sr.PPS to CMD, CO, BSNL.
2. Sr.PPS to Director (Finance) CO, BSNL
3. Sr.DDG(FP) /Sr.DDG (Pers)/DDG (Estt), BSNL
4. Jt.DDG (TE)/Jt.DDG (SEA), BSNL CO
5. ADG (Pers-III)/(TE-II)/(Pers-V), BSNL CO.
6. Secretary General, NFTE BSNL
7. Spare/Guard file.

**BHARAT SANCHAR NIGAM LIMITED
(A GOVT. OF INDIA ENTERPRISE)
SANCHAR BHAWAN, NEW DELHI - 110 001**

No. 27-1/2003-TE-II

Dated: 15-06-2004

To

All Heads of the Telecom Circles/
Metro districts & Other Administrative Units,
Bharat Sanchar Nigam Limited.

Sub: Conversion/restructuring of Assistant (Accounts) [formerly known as LDC (TA)] to TOA/Sr.TOA pattern---Modalities thereof.

Attention is invited to letter No. 16-11/2002-SEA (Part-II) dated 18/05/2004 under which the cadres of Jr.Acctt./Sr.Acctt. have been declared as wasting cadres and it has also been decided that the cadre of Assistant (Accounts) will be converted/restructured to TOA/Sr.TOA pattern on the basis of options. Accordingly, to facilitate conversion and consequent restructuring, the following guidelines are hereby issued:-

(A) Conversion of Assistant (Accounts) to TOA(G)

- (i) Options may be called for from existing Assistant (Accounts) working in BSNL for conversion to TOA(G) cadre or to remain in their present regular post i.e. Assistant (Accounts). The process of exercising such option and consequent conversion to TOA(G) cadre should be completed by 31/08/2004.
- (ii) All such Assistant (Accounts) who opt for TOA(G) cadre and are in the pay scale of Rs. 4550-140-6650 (IDA) may be placed as TOA (G) in the pay scale of Rs. 4720-150-6970 (IDA) w.e.f. 01/07/2004. Such placement shall be done under FR 22 (1)(a) (2).
- (iii) The existing posts of Assistant (Accounts) will be converted into TOA(G) cadre in the ratio of 1:1. Although, the cadre of TOA(G) has already been declared as a wasting cadre, however, this conversion to TOA(G) cadre is being ordered as a stop gap arrangement so as to facilitate the restructuring process on already known principles.. Whenever such posts of TOA(G) will be vacated by incumbents due to Promotion/Retirement/Resignation etc., the TOA(G) post will stand abolished automatically.

(iv) These converted officials of TOA (G) cadre shall maintain separate identity/separate Gradation list at Circle level for a period of 5 years and shall be governed by OTBP/BCR scheme. Normal rules on reservation for SC/ST will be applicable for grant of OTBP/BCR promotions. The inter-se-seniority amongst the converted officials shall remain unchanged.

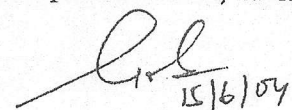
(v) The Assistant (Accounts) who do not opt for TOA(G) pattern shall continue in their present status with pay scale and post personal to them without any further promotions. The posts occupied by such Non-optees shall stand abolished as and when vacated by the incumbents on account of promotion/resignation/retirement etc. No fresh induction shall be done by any means in the cadre of Assistant (Accounts). No departmental or open examination for the promotion/induction to Assistant (Accounts) cadre will be held from the date of issue of these orders. If some examination has already been announced for this purpose, the same will be treated as cancelled.

(B) Restructuring to Sr.TOA(G) cadre.

The restructuring of the TOA(G) officials, converted from Assistant (Accounts), to Sr. TOA(G) cadre shall be done by adopting following methodology :-

1. The posts in Sr. TOA(G) cadre may be created by applying 2 : 1 conversion ratio (i.e. 2 TOA (G) posts will be equivalent to 1 Sr. TOA (G) post) on the existing sanctioned strength to begin with. Thereafter, the posts of Sr. TOA(G) cadre shall be sanctioned by the regular establishment review of assets on prescribed norms, related regulatory instructions and application of 2 : 1 conversion ratio till further orders.
2. For restructuring to Sr. TOA (G) cadre, officials possessing 10+2 or higher qualification shall form walk-in-group and those who do not have 10+2 qualification, shall have to undergo a screening test. The successful officials of the screening test alongwith the officials of walk-in group will form eligibility list for promotion to the cadre of Sr. TOA (G), to be drawn by maintaining inter-se-seniority in TOA (G) cadre. **It may be noted that 4 years service (in LDC(TA) and TOA(G) cadre put together) is mandatory as eligibility for promotion to the Sr.TOA(G) cadre. The date of the screening test shall be communicated separately.**
3. The officials of the eligibility list (prepared as per sl. 2 above) will be imparted prescribed induction training of 4 weeks to the cadre of Sr.TOA (G). The select panel against Sr. TOA (G) post will be drawn from the eligibility list keeping in view the standing instructions on the subject of reservation.

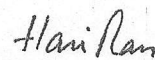
4. The trained officials of the select panel shall be promoted to the pay scale of Rs. 5700-160-8100 (IDA) under FR 22 (1) (a) (1). In the event of non-availability of Sr TOA(G) posts derived in the ratio of 2:1, the trained officials shall continue in the pay scale of Rs. 4720-150-6970 (IDA), till vacancy arises.
5. On completion of 16 years of total service (i.e, service rendered in the capacity of Assistant (Accounts) and TOA(G) put together), the officials shall be given placement in the OTBP pay scale of Rs. 7100-200-10100 (IDA) under FR 22 (1) (a)(2) as per DoT ND letter No. 1-38/98-MPP dated 20/04/1999.
6. By placing the official in OTBP pay scale of Rs. 7100-200-10100 (IDA), on completion of 16 years of total service, the post of Sr.TOA(G) shall be delinked automatically and the qualified and trained officials waiting for promotion shall be promoted as Sr.TOA(G).
7. Seniority of the officials in the newly created Sr.TOA(G) cadre shall be determined on the basis of post training marks.
8. The duties presently being performed by the incumbents will continue to be performed by them and fresh requirements, if any, will be met by the Sr.TOA(G)s.


15/6/04

(G. R. MEGHWAL)
JT. D.D.G (TE)

Copy to:-

1. Sr.PPS to CMD, BSNL,CO, New Delhi.
2. All Directors, BSNL Board, CO,New Delhi.
3. Sr.DDG(FP)/(PERS)/(ESTT), BSNL CO, New Delhi.
4. Jt.DDG (SEA)/(PERS), BSNL CO, New Delhi.
5. ADG (Pers-III)/(TE-II)/(Pers-V)/(SEA), BSNL CO, New Delhi.
6. Secretary General, NFTE, BSNL, New Delhi.
7. Order Bundle.
8. OL Section, for Hindi translation.



(HARI RAM)
SECTION OFFICER (TE-II)