

कार्मिक शाखा/Personnel Branch
बीएसएनएल निगम कार्या./BSNL Corporate Office
चौथा तल, भारत संचार भवन
4th Floor, Bharat Sanchar Bhawan,
जनपथ, नई दिल्ली-10001/Janpath ,New Delhi-110001.



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

No. BSNLCO-PERS/15(11)/4/2025-PERS1

Dated: 02/06/2026

To

**All Heads of Circles (Territorial/Non Territorial)
Bharat Sanchar Nigam Limited.**

Subject: **RECRUITMENT RULES FOR APPOINTMENT OF EXECUTIVE DIRECTOR [ED] IN BSNL-2026.**

In pursuance of approval of BSNL Board of Directors, the undersigned is directed to forward herewith **"Recruitment Rules for appointment of Executive Director [ED] in BSNL -2026"** for information and necessary action.

Hindi version will follow.

This is issued with the approval of competent authority.

[M Udaya Kumar]
Deputy General Manager (Pers.II)

Copy to:

1. PPS to CMD, BSNL
2. PPS to functional Directors of BSNL.
3. PPS to CVO, BSNL.
4. PGM(Pers)/PGM(Estt)/PGM(Restg/SR)/PGM(Legal), BSNL CO
5. All CGMs/PGMs/Sr.GMs/GMs, BSNL Corporate Office.
6. Director (PSU-I), DOT.
7. PGM(Recruitment/Training)/GM& CLO(SCT), BSNL CO
8. OL Section for Hindi version.
9. BSNL Intranet portal.

[Mool Chand]
Asstt. General Manager (Pers.Policy)



BHARAT SANCHAR NIGAM LIMITED

[A Govt. of India Enterprise]

CORPORATE OFFICE

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

PUBLISHED BY PERSONNEL BRANCH, BSNL CORPORATE OFFICE

RECRUITMENT RULES FOR APPOINTMENT OF EXECUTIVE DIRECTOR [ED] IN BSNL-2026

No. BSNLCO-PERS/15(11)/4/2025-PERS1

New Delhi

Dated: 02/06/2026

1. SHORT TITLE AND COMMENCEMENT: With the approval of BSNL Board, and in supersession of notification No.400-256/2013-Pers.I dated 07-01-2014 regarding appointment to the grade of Executive Director(ED) in BSNL through immediate absorption basis and subsequent amendments/modifications, if any, the following rules relating to appointment of Executive Director in BSNL are hereby made:

- 1.1 These rules may be called as **"RECRUITMENT RULES FOR APPOINTMENT OF EXECUTIVE DIRECTOR [ED] IN BSNL-2026"**.
- 1.2 These rules shall come into force with effect from the date of their publication by BSNL and shall remain in force till further orders.
- 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/Management or any other 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 hereinafter called in BSNL, having its registered office at New Delhi.

2.3 Department: Means Department of Telecommunications.

2.4 Government: Means Government of India.

2.5 Service: Means service rendered in the substantive grade on regular basis.

2.6 Interview Board: A duly formed Committee to assess the suitability of the candidate for selection by merit in an objective and impartial manner.

3. Applicability- These rules shall be applicable for filling up of the posts of Executive Director in BSNL.

4. Name/Number of Posts: Executive Director/ 02 Posts

5. Mode of Recruitment: The mode of recruitment shall be initial screening based on age, qualification, experience and other criteria as given in **Schedule-II** followed by interview by Interview Board as given in **Schedule-I**.

6. 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

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Committee of the Board or any officer of the company to whom the Board delegates any of its powers.

7. BSNL Management Services: The executives recruited under this process shall be part of BSNL Management Services.

8. Superannuation: As per prevailing rules (the present age of superannuation is 60 years).

9. Completed Years of Service: Number of completed years of service, as required under the eligibility conditions prescribed under **Schedule-II** to these RRs, shall be counted with reference to the date of Notification or any other date specifically mentioned in the recruitment notification, for selection of ED in BSNL.

10. Compensation and Benefits:

10.1 Scale of Pay of Executive Director- E9 IDA Pay Scale of Rs. 62,000-80,000/-.

10.2 Pay protection for Govt/BSNL Candidates: As per DPE guidelines, protection of emoluments (i.e. Basic Pay + Grade Pay + DA) will be available for candidates from Govt. Service. Similarly the last pay drawn by the internal candidates (i.e. only the absorbed/directly recruited executives of BSNL) shall be protected in case of appointment as Executive Director.

10.3 Positional Allowance: The incumbent officer will also draw an additional lump sum positional allowance of Rs 6,000/- per month.

10.4 Dearness Allowance (IDA): Over the basic pay IDA shall be paid as per IDA rates applicable from time to time.

10.5 Employee Provident Fund & Group Insurance: Persons recruited through these rules will be covered under EPF scheme & BSNL GSI scheme. However, in case of selection, serving BSNL executives earlier absorbed under Rule 37-A of CCS Pension Rules shall continue to be governed by Rule 37-A of CCS Pension Rules.

10.6 Other perks and benefits: As per applicable BSNL rules in vogue from time to time.

10.7 House Rent Allowance/other Allowance: As per applicable BSNL rules in vogue from time to time.

10.8 Medical Facilities: As per applicable BSNL rules in vogue from time to time.

11. Period/Terms of Appointment: The appointment to the post of Executive Director shall be regulated as under:

11.1 The person shall be appointed as Executive Director initially for a period of two (02) years (from the date of joining) which may be extended by three years up to a maximum period of five (05) years i.e. 2+3 subject to performance review. Performance of Executive Director shall be reviewed after 2 years for continuance in the post for the due tenure [i.e. maximum 5 years or till date of superannuation, whichever is earlier].

11.2 A designated Committee (comprising CMD, BSNL and two functional Directors of BSNL Board to be decided by CMD, BSNL) shall review the performance of the appointee for further continuance in the post of Executive Director after 2nd year based on his/her performance and requirement of the Company. Report of the Committee shall be submitted to the appointing authority.

11.3 In case of inefficiency/unsuitability found in performance review, the executive appointed from BSNL shall be reverted from the post of Executive Director to the previous grade (i.e. GM/Sr.GM/PGM/CGM) in BSNL. For outside candidates, conditions of immediate absorption will apply and if found unsuitable during performance review, their services as Executive Director in BSNL shall cease to exist with immediate effect.

11.4 In case of executive(s) of BSNL who may be appointed as Executive Director in BSNL and have more than 5 years left before the date of superannuation, a lien in the present grade shall be maintained in BSNL. After maximum 5 years of service as Executive Director, such BSNL Executives shall automatically stand reverted to previous grade (i.e. GM/Sr.GM/PGM/CGM) in BSNL, where he/she holds a lien.

12. Applicability of Immediate Absorption: The concept of immediate absorption in the post of ED will only be applicable to outside candidates (i.e. those who belong to other organization/PSU). For internal candidates i.e. executives already absorbed/ recruited in BSNL, it will be treated as continuous service.

13. SELECTION PROCEDURE: The selection procedure shall be as under:

Stage-I: In first stage of selection, the prospective candidates shall be shortlisted based on age, length of experience in relevant field and qualifications possessed as per benchmark/criteria given in Schedule-II of these rules subject to No Objection Certificate and Vigilance Clearance from the parent organization. APARs for preceding 5 years shall also be called.

Stage-II: The candidates shortlisted during Stage-I shall be called for interview for final selection. The high level Interview Board shall comprise the members as given in **Schedule-I**.

14. Disqualification: No person –

14.1 Who has entered into or contracted a marriage with a person having a spouse living,
Or

14.2 Who, having a spouse living, has entered into or contracted marriage with any person,
Shall be eligible for appointment.

Provided that the Appointing Authority 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.

15. 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.

16. Interpretation: Where any doubt arises as to the interpretation of any of the provisions of any of these rules or the regulations made there under, the matter shall be referred to BSNL Board whose decision shall be final.


[Mool Chand]

Assistant General Manager (Pers. Policy)

Interview Board

The constitution of Interview Board for selection of Executive Directors under these rules, shall be as follows:

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|--|----------|
| I. CMD, BSNL | Chairman |
| II. Two Functional Directors of BSNL Board
(To be decided by CMD, BSNL) | Members |
| III. One Independent Director
(To be decided by CMD, BSNL) | Member |
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SCHEDULE-II**ELIGIBILITY CONDITIONS FOR THE POST OF EXECUTIVE DIRECTOR IN BSNL**

1. Absorbed/directly recruited officers of BSNL in regular CGM/PGM grade or with minimum 5 years of service in GM/Sr. GM grade on regular basis, are eligible.
2. ITS Officers in regular HAG level or HAG NFU pay scale or with minimum 5 years of service in SAG grade on regular basis and working in DOT/BSNL/MTNL or on deputation to other Ministries/Departments/PSUs/Organizations are also eligible to apply for these posts.
3. Executives working in other Central Public Sector Undertakings with a minimum of 5 years of regular service in E8 IDA Pay Scale of Rs. 51300-73000 (pre-revised).
4. Executives working, at Board level position or non-Board level position, with 5 years of regular service, reporting directly to the Board, i.e. one level below Board, in State Public Sector Undertakings having annual turnover in excess of Rs. 100 crores.
5. Incumbent Officers of above categories should be at least an Engineering Graduate from a recognized University/Institution and have experience of at least 20 years in Telecom Sector in Planning, Development, O&M, Management, etc.
6. Executives in senior management position working in Private Companies listed on stock exchange having experience of minimum 20 years out of which at least 10 years' experience should be in the field of Telecom and IT. The last gross salary should not be less than Rs. 35 lakhs per annum (as reflected in form 16 of IT) in a Company having annual turnover of more than Rs. 100 crores.
7. **Age Criteria**-Applicants should have at least 02 years residual service as on the date of Notification or any other date specifically mentioned in the recruitment notification, with reference to the date of superannuation.
8. The applicants should fulfil the eligibility requirements as on the date of Notification or any other date specifically mentioned in the recruitment notification, for selection of ED in BSNL.
9. **Vigilance Clearance**-Any candidate who has disciplinary or vigilance case pending in or has criminal case under investigation shall not be considered. Application submitted without Vigilance Clearance & NOC shall be rejected during Stage-I itself and such candidates shall not be called for interview.

