

No. 20-1/2001-Pers-II
Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)
Corporate Office
(Pers-II Section)
20, Ashoka Road, Sanchar Bhavan, New Delhi-1

Dated : 6th ^{MARCH} ~~February~~, 2002


To

1. All Chief General Managers, Telecom Circles/Metro Districts
2. All Chief General Managers, Telecom Factories
3. All Chief General Managers, Maintenance Regions
4. All Chief General Managers, Telecom Project Circle
5. Chief General Manager, Technical & Development Circle, Jabalpur
6. Chief General Manager, Quality Assurance Circle, Bangalore
7. Chief General Manager, ALTTC, Ghaziabad.
8. Chief General Manager, Satellite Project, 1st Floor, Area Centre, Jhandewalan Extension, New Delhi.
9. Chief General Manager, National Centre for Electronic Switching, New Delhi
10. Chief General Manager, Data Network, New Delhi
11. Chief General Manager, Task Force, Guwahati.
12. Chief General Manager, RRRRATTI, Jabalpur
13. Chief General Manager, Stores, Kolkata
14. Chief General Manager, Railway Electrification, Nagpur
15. All Chief Engineers, Civil/North/West/South/East/Central Zone
16. Chief Engineer, Electrical Wing, New Delhi
17. Chief Architect, Northern/Western Wing.

Sub: Forwarding of Recruitment Rules of (1) SDE(Telecom), (2) SDE Electrical, (3) SDE (Civil), (4) SDE (Architecture) an AE (Architecture) and (5) SDE (Telecom Factories).

I am directed to forward herewith copies of Recruitment Rules of SDE (Telecom), SDE (Electrical), SDE(Civil), SDE(Architecture) and AE (Architecture) and SDE (Telecom Factories) for further information and necessary action.


Hindi Version will follow.


(M.K. SHRIVASTAVA)
ASSTT. DIRECTOR GENERAL (PERS-II)

Copy to:

1. PS to Hon'ble MOC & IT/Hon'ble MOS(C & IT)

2. PPS to CMD, BSNL
3. Director (Finance), BSNL
4. Director HRD/Opr/Plg/C & NS, BSNL
5. Sr. DDG(EFC)/Sr. DDG(ESTT), DOT
6. Sr. DDG(Pers)/Sr. DDG(BW)/Sr. DDG (Elect)/Sr. DDG(Arch)/DDG(TFS)/DDG (TRG)
7. The General Secretary, TES Group B/All India P & T Electrical Engineers Group B Association/ All India Telecom Civil Engineers Association/ P & T Architecture Wing Association.
8. OL Section for Hindi Version of RRs and this order
9. Spare/Guard File
10. Office Copy.


(D.S. PUNIA)
ASSTT. DIRECTOR (PERS-II)

BHARAT SANCHAR NIGAM LIMITED

A Govt. of India Enterprise

PUBLISHED BY PERSONNEL-II SECTION OF BSNL
RECRUITMENT RULES OF SUB DIVISIONAL ENGINEER (TELECOM)

Issue No.-1

No. 20-24/2001-Pers-II

New Delhi-110 001

Dated: 28.2.2002

1 Short title and commencement:-

- i) With the approval of BSNL Board, the following rules regulating the method of recruitment to the post of Sub- Divisional Engineer (Telecom) in BSNL are hereby made, namely:-
- ii) These rules may be called the Sub- Divisional Engineer (Telecom), Recruitment Rules, 2002(Issue No.1)
- iii) They shall come into force with effect from 1.3.2002

2 Definition:- In these rules, unless the context otherwise requires,

- i) **Company:-** means Bharat Sanchar Nigam Limited (A Government 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 powers.

3 Application :- These rules apply to the post specified in Column(1) of the Schedule annexed to these rules.

4 Number of Post, 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 column 2 to 4 of 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 columns 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 **Service under the Territorial Army:-** A Sub-Divisional Engineer (Telecom), who has not completed the age of 40 years if so required, will be liable to serve in the Territorial Army subject to the provisions of Section 6A of the Territorial Army Act, 1948 (58 of 1948) and the rules made thereunder.
- 8 **Saving :-** Nothing in these rules shall affect reservation, relaxation of age limit and other concession required to be provided for the Scheduled Caste, Scheduled Tribes, other Backward Classes, Ex-service man and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.
- 9 **Initial constitution:-**
- (i) All officials holding the post of Sub- Divisional Engineer (Telecom), on regular basis in 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 Sub- Divisional Engineer (Telecom).
 - (ii) The continuous regular service of officials referred to in sub-rule 9(i) above before the commencement of these rules shall count for the purpose of qualifying service for promotion, confirmation and pension

SCHEDULE

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection 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
Sub-Divisional Engineer (Telecom)	*18000 (up to 2001) * subject to variation dependent on workload	Executive	IDA Pay Scale corresponding to the CDA scale of Rs 7500-250-12000 in BSNL.	Selection cum seniority	Not applicable	Not applicable	Not applicable

SCHEDULE


Whether age and essential qualification prescribed for direct recruits will apply in case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made	If a BSNL Promotion Committee exists, what is its composition.	REMARKS
9	10	11	12	13	14
Not applicable	Not applicable	75% by promotion on the basis of seniority cum fitness. 25% by limited departmental competitive Examination	Promotion: 75% by Junior Telecom Officers (Telecom) with three years regular service in the grade. 25% by Limited Departmental Competitive Examination from amongst Junior Telecom Officers (Telecom) who have rendered not less than Three (3) years regular service in the grade on 1 st July of the year of Examination. Note:- In case of non-availability of sufficient number of officer for filling of these posts by promotion/by selection in a particular recruitment year, the unfilled vacancies shall be diverted and filled up through Limited	1. DDG (Pers.)-Chairman 2. DDG(SR))-Member 3. Jt. DDG(Pers)-Member Note : Appointing authority will be Dir. (HRD), BSNL Board	-----

9	10	11	12	13	14
			<p>Department. Competitive Examination and vice-versa subject to the condition that the quota shall be restored in subsequent recruitment years.</p> <p>2 Promotion of JTOs shall be made on the basis of an All India eligibility list at Corporate Office only.</p> <p>3 The crucial date for determining the eligibility list shall be 1st of July of year to which the vacancies pertain.</p> <p>4 The syllabus and rules for conducting LDCE shall be such as the Board may prescribe from time to time.</p> <p>5 Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of requisite qualifying/eligibility service by more than one year.</p>		

M.K. Shrivastava

(M.K. SHRIVASTAVA)

ASSTT. DIRECTOR GENERAL (PERS-II)



BHARAT SANCHAR NIGAM LIMITED

[A Government of India Enterprise]

CORPORATE OFFICE PERSONNEL-II BRANCH

4TH Floor, Bharat Sanchar Bhawan, Janpath, New Delhi- 110001

No:- 2-16/2009-Pers.II

Dated: July 30, 2010

To

Shri V Srinivasan
Asth. General Manager(Rectt & Est)
O/o CGM, TN Telecom Circle. BSNL
Chennai.

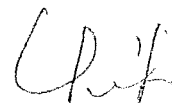
Sub:- Limited Departmental Competitive Examination for promotion to grade of SDE(T) under 33% quota to be held on 04.07.2010- clarification regarding.

Reference:- RET/115-3/2010 dated 22.04.2010

On the above mentioned subject and reference, the following are item wise clarifications on the doubts raised in your letter No:-

Item No.	Doubt raised	Clarification thereof.
* 1	Column 12 Note 5 of SDE(T) RRs:- Whether juniors who have completed their qualifying eligibility service are being considered for promotion, their senior would also be considered provided they are not short of requisite qualifying/eligibility service by more than one year. Whether this rule is only applicable for regular promotion (Through Seniority quota) or it is also applicable for promotion through LDCE.	This is applicable only in respect of Seniority Quota promotion conducted by BSNL Corporate Office as per All India Eligibility list prepared in accordance with the provision contained in Note-2 under Column 12 of the schedule of SDE RRs issued dated 28.2.2002. As LDCE is a fast track promotion based on competitive merit obtained by the eligible officer having completed 3 years of regular service in JTO cadre including pre appointment training period and is no way concerned with seniority of the contending candidates, there is no question of the applicability of senior-junior clause stipulated under Note 5 (column 12) of RRs for LDCE.
2	Clarification on rule 8 transferees:- 1) Whether they have to be placed junior most to the candidates who are available from the date of his transfer irrespective of Rectt. Year. If he completes 3 years qualifying service and eligible to appear for LDCE. Whether all other candidates whose requisite service is short of one year as per RR column 12 of SDET are eligible to appear for LDCE irrespective of R/Y.	As per para 8 (a) of transfer policy – in case of Transfer by way of mutual exchange, the employee brought in shall take the place in the new gradation list that would have been assigned to him/her had he/she been originally recruited in that unit or the place vacated by the official with whom he/she exchanges appointment, whichever the lower. As per para 8 (b) of transfer policy- When an employee is transferred on his/her own request but without arranging mutual exchange, he/she will rank junior in the gradation list of the new unit to all the official of that unit on the date of joining in the new unit including all persons who have been approved for appointment to that grade on that date. In both the cases as above, the transferee (whether by mutual or otherwise) shall retain his/her original seniority for the wider unit for the purpose of promotion to the higher grade. However he/she may be junior most in the circle gradation list, but he/she will be eligible for promotion if he/she had rendered 3 years of regular service. For other candidates in the circle, date of their appointment in the cadre may be taken as the basis of reckoning the eligibility including pre appointment training period as referred to above.

Continued--2



No:- 2-16/2009-Pers.II

Dated: July 30 , 2010

3	Whether they have to be treated as junior most only along with their Recruitment year candidates based on Marks obtained in the training centre, if he is eligible for this examination.	Same as explained against item no. 1 above.
4	Whether they have to be treated as junior most only along with their recruitment year irrespective of marks obtained in the training center.	Same as above under item no.1& 2 above
5	Whether the training spent on phase-I as induction training will also be included for counting the eligibility service by condoning the delay by more than one year.	Yes. This is as per DoP&T O M No. 14034/5/81-Estt(D) dated 8.3.1983 which inter alia stipulates that " the service rendered by an employee during the training period before his regular appointment to the grade be treated as duty for the eligibility to sit for the departmental examination." This clarification has already been furnished vide this office letter No 2-29/2005-Pers.II dated 16.4.2007.

*The clarification issued under S. No 3 of this office letter no. 2-29/2005-Pers.II dated 16.04.2007 stand corrected /modified to the extent of clarification given under item no 1 above of this letter."

This issues with the approval of the Competent Authority

1096-R/DGM (elect)
02/08/10

[Signature]
30.7.10

Assistant General Manager (Pers.II)
Tel. No. 011 - 23037191.
Fax-011-23734156

Copy for information and necessary action to:-

1. All Heads of Telecom Circles
2. All Heads of Telecom Projects/Regions
3. All Heads of Maintenance
4. CGM BRBRAITT, Jabalpur/CGM, ALTTC
5. CGM, Kokatta Telephones/Chennai Telephones
6. CGM T&D/QA/CTS Kolkatta/TF-Mumbai,Jabalpur,Kolkatta
7. CGM NCES/DNW/NATFAM, Hyderabad
8. GM(Estt)/GM(Pers)/DGM(Pers)/AGM(Pers-IV) Corporate Office
9. GM(IR)/DGM(DE)/ AGM(DE), Corporate Office – necessary amendment in the notification of LDCE may accordingly be issued on the basis of above clarification.

[Signature]
3/8
9/8
DGM(DE)

BHARAT SANCHAR NIGAM LIMITED

A Govt. of India Enterprise

PUBLISHED BY PERSONNEL-II SECTION OF BSNL
RECRUITMENT RULES OF SUB DIVISIONAL ENGINEER (ELECTRICAL)

Issue No.2.

20-24/2001-Pers-II

New Delhi-110 001

Dated: 28.2.2002

1 Short title and commencement:-

- i) With the approval of BSNL Board, the following rules regulating the method of recruitment to the post of **Sub Divisional Engineer (Electrical)** in BSNL are hereby made, namely: -
- ii) These rules may be called the **Sub Divisional Engineer (Electrical), Recruitment Rules, 2002**(Issue No.2).
- iii) They shall come into force with effect from 1.3.2002.

2 Definition:- In these rules, unless the context otherwise requires,

- i) **Company:-** means Bharat Sanchar Nigam Limited (A Government 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 powers.

3 Application:- These rules apply to the posts specified in Column(1) of the Schedule annexed to these rules.

4 Number of Post, classification and scale of pay:- The number of the said post, its classification and the scale of pay attached to 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 columns 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 **Service under the Territorial Army:-** A Sub Divisional Engineer (Electrical) who has not completed the age of 40 years if so required, will be liable to serve in the Territorial Army subject to the provisions of Section 6A of the Territorial Army Act, 1948 (58 of 1948) and the rules made thereunder.

8 **Saving :-** Nothing in these rules shall affect reservation, relaxation of age limit and other concession required to be provided for the Scheduled Caste, Scheduled Tribes, other Backward Classes, Ex-service man and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.

9 **Initial constitution:-**

- (i) (i) All officials holding the post of **Sub Divisional Engineer (Electrical)**, on regular basis in 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 **Sub Divisional Engineer (Electrical)**.
- (ii) The continuous regular service of officials referred to in sub-rule 9(i) above before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension

SCHEDULE

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection 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
Sub Divisional Engineer (Electrical)	*574 (up to 2001) * subject to variation dependent on workload	Executive	IDA Pay Scale corresponding to the CDA scale of Rs 7500-250-12000 in BSNL.	Selection cum seniority	Not applicable	Not applicable	Not applicable

SCHEDULE

Whether age and essential qualification prescribed for direct recruits will apply in case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/ deputation/transfer grades from which promotion/deputation/ transfer to be made	If a BSNL Promotion Committee exists, what is its composition .	REMARKS
9	10	11	12	13	14
Not applicable	Not applicable	<p>75% by promotion.</p> <p>25% by limited departmental competitive Examination</p>	<p>Promotion:</p> <p>75% by Junior Telecom Officers (Electrical) with Three years of regular service in the grade.</p> <p>25% by Limited Departmental Competitive Examination from amongst Junior Telecom Officers (Electrical) who have rendered not less than three (3) years regular service in the grade on 1st July of the year of Examination.</p> <p>Note:- In case of non-availability of sufficient number of officer for filling of these posts by promotion/by selection in a particular recruitment year, the unfilled vacancies shall be diverted and filled up through Limited Departmental Competitive Examination and vice-versa subject to the condition that the</p>	<p>1. Senior Deputy Director General (EW)- Chairman 2. C.E. (E)-Member 3. Jt. DDG (EW)-Member</p> <p>Note: Director(Plg.), BSNL Board will be appointing authority.</p>	-----

6

			<p>quota shall be restored in subsequent recruitment years.</p> <p>2 Promotion of JTOs shall be made on the basis of an All India eligibility list at Corporate Office only.</p> <p>3 The crucial date for determining the eligibility list shall be 1st of July of year to which the vacancies pertain.</p> <p>4 The syllabus and rules for conducting LDCE shall be such as the Board may prescribe from time to time.</p> <p>5 Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of requisite qualifying/eligibility service by more than one year and have successfully completed their probation period, if prescribed.</p>	
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M.K. Shrivastava

(M.K. SHRIVASTAVA)
ASSTT. DIRECTOR GENERAL (PERS-II)

BHARAT SANCHAR NIGAM LIMITED

A Govt. of India Enterprise

PUBLISHED BY PERSONNEL-II SECTION OF BSNL
RECRUITMENT RULES OF SUB-DIVISIONAL ENGINEER (CIVIL)

Issue No.: 3

No. 20-24/2001-Pers-II

New Delhi-110 001

Dated:28.2.2002

1 Short title and commencement:-

- (i) With the approval of BSNL Board, the following rules regulating the method of recruitment to the post of Sub-Divisional Engineer (Civil) in BSNL are hereby made, namely:-
- (ii) These rules may be called the Sub-Divisional Engineer (Civil), Recruitment Rules, 2002 (Issue No. 3).
- (iii) They shall come into force with effect from 1.3.2002

2 Definition:- In these rules, unless the context otherwise requires,

- i) **Company:-** means Bharat Sanchar Nigam Limited (A Government 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 powers.

3 Application :- These rules apply to the posts specified in Column(1) of the Schedule annexed to these rules.

4 Number of Post, 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 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 columns 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 Service under the Territorial Army:- A Sub-Divisional Engineer(Civil), who has not completed the age of 40 years if so required, will be liable to serve in the Territorial Army subject to the provisions of Section 6A of the Territorial Army Act, 1948 (58 of 1948) and the rules made thereunder.

8 Saving:- Nothing in these rules shall affect reservation, relaxation of age limit and other concession required to be provided for the Scheduled Caste, Scheduled Tribes, other Backward Classes, Ex-service man and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.

9 Initial constitution:-

- i) All officials holding the post of Sub-Divisional Engineer (Civil), on regular basis in 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 Sub-Divisional Engineer (Civil).
- ii) The continuous regular service of officials referred to in sub-rule 9(i) above before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension.

SCHEDULE

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection 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 Sub-Divisional Engineer (Civil)	2 *1383 (up to 2001) * subject to variation dependent on workload	3 Executive	4 IDA Pay Scale corresponding to the CDA scale of Rs 7500-250-12000 in BSNL.	5 Selection cum seniority	6 Not applicable	7 Not applicable	8 Not applicable

SCHEDULE

Whether age and essential qualification prescribed for direct recruits will apply in case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made	If a BSNL Promotion Committee exists, what is its composition .	REMARKS
9	10	11	12	13	14
Not applicable	Not applicable	<p>75% by promotion.</p> <p>25% by Limited Departmental Competitive Examination</p>	<p>Promotion:</p> <p>75% by Junior Telecom Officers (Civil) with three years regular service in the grade.</p> <p>25% by Limited Departmental Competitive Examination from amongst Junior Telecom Officers (Civil) who have rendered not less than three (3) years regular service in the grade on 1st July of the year of Examination.</p> <p>Note:- In case of non-availability of sufficient number of officers for filling of these posts by promotion/by selection in a particular recruitment year, the unfilled vacancies shall be diverted and filled up through Limited Department Competitive Examination and vice-versa</p>	<p>1. Senior Deputy Director General (BW)- Chairman</p> <p>2. C.E. (C)-Member 3. Jt. DDG (BW)- Member</p> <p>Note: Appointing authority will be Director(Plg.), BSNL Board.</p>	-----

		<p>quota shall be restored in subsequent recruitment years.</p> <p>2 Promotion of JTOs shall be made on the basis of an All India eligibility list at Corporate Office only.</p> <p>3 The crucial date for determining the eligibility list shall be 1st of July of year to which the vacancies pertain.</p> <p>4 The syllabus and rules for conducting LDCE shall be such as the Board may prescribe from time to time.</p>		
		<p>5 Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of requisite qualifying/eligibility service by more than one year and have successfully completed their probation period, if prescribed.</p>		

M.K. Shrivastava

(M.K. SHRIVASTAVA)
ASSTT. DIRECTOR GENERAL (PERS-II)

BHARAT SANCHAR NIGAM LIMITED
A Govt. of India Enterprise

PUBLISHED BY PERSONNEL-II SECTION OF BSNL
RECRUITMENT RULES OF SUB DIVISIONAL ENGINEER (ARCHITECT) AND
ASSISTANT ENGINEER (ARCHITECT)
Issue No. 4

No. 24-20/2001-Pers-II

New Delhi-110 001

Dated: 28.2.2002

1 Short title and commencement:-

- i) With the approval of BSNL Board, the following rules regulating the method of recruitment to the post of Sub Divisional Engineer (Architect) and Assistant Engineer (Architect) in BSNL are hereby made, namely:-
- ii) These rules may be called the Sub Divisional Engineer (Architect) and Assistant Engineer (Architect), Recruitment Rules, 2002(Issue No.4)
- iii) They shall come into force with effect from 1.3.2002

2 Definition:- In these rules, unless the context otherwise requires,

- i) **Company:-** means Bharat Sanchar Nigam Limited (A Government 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 powers.

3 Application:- These rules apply to the posts specified in Column(1) of the Schedules I & II annexed to these rules.

4 Number of Post, classification and scale of pay:- The number of the said post, its classification and the scale of pay attached to shall be as specified in columns 2 to 4 of the Schedules I & II 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 columns 5 to 11 of the said Schedules I & II.

- 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 **Service under the Territorial Army:-** A Sub Divisional Engineer (Architect) and Assistant Engineer(Architect) who has not completed the age of 40 years if so required, will be liable to serve in the Territorial Army subject to the provisions of Section 6A of the Territorial Army Act, 1948 (58 of 1948) and the rules made thereunder.
- 8 **Saving:-** Nothing in these rules shall affect reservation, relaxation of age limit and other concession required to be provided for the Scheduled Caste, Scheduled Tribes, other Backward Classes, Ex-serviceman and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.
- 9 **Initial constitution:-**
- (i) All officials holding the post of Sub Divisional Engineer (Architect) and Assistant Engineer (Architect), on regular basis in 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 Sub Divisional Engineer (Architect) and Assistant Engineer (Architect).
 - (ii)(a) All officials holding the post of Assistant Architect having degree in Architecture and registered with Council of Architecture shall be Assistant Engineer (Architect) and the recruitment shall be as per Schedule I of these RRs. The Inter-Se Seniority of such SDE (Architect) shall be maintained as it is.
 - (ii)(b) All officials holding the post of Assistant Architect who do not have degree or equivalent and are not registered with Council of Architectural shall be Assistant Engineer (Architect) and the recruitment shall be as per Schedule II of these RRs. Inter-Se Seniority of these officials shall be regulated accordingly. This cadre shall be dying cadre.

Recruitment Rules of SDE (Arch) and A.E (Arch)

- (iii) The continuous regular service of officials referred to in sub-rule 9(i) above before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension

SCHEDULE - I

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection 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
Sub Divisional Engineer (Architect)	*20 up to 2001 * subject to variation dependent on workload	Executive	IDA Pay Scale in BSNL, corresponding to the CDA scale of Rs 7500-250-12000.	Selection cum seniority	Not applicable	Not applicable	Not applicable

Whether age and essential qualification prescribed for direct recruits will apply in case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made	If a BSNL Promotion Committee exists, what is its composition.
9	10	11	12	13
Not applicable	Not applicable	75% by promotion on the basis of seniority cum fitness. 25% by Limited Departmental Competitive Examination.	Promotion: 75% by Junior Telecom Officers (Architect) with three years of regular service in the grade and having degree in Architecture or equivalent and are registered with Council of Architecture. 25% by Limited Departmental Competitive Examination from amongst Junior Telecom Officers (Architect) who have rendered not less than three (3) years regular service in the grade on 1 st July of the year of Examination and having degree in Architecture or equivalent and registered with Council of Architecture.	1. Sr. DDG (Architect) - Chairman 2. Chief Architect - Member 3. Jt. DDG(Architect) -Member Note: Appointing authority will be Director(Plg.), BSNL Board
			Note:- In case of non-availability of sufficient number of officer for filling of these posts by promotion/by selection in a particular recruitment year, the unfilled vacancies shall be diverted and	

filled up through Limited Departmental Competitive Examination and vice-versa subject to the condition that the quota shall be restored in subsequent recruitment years.

2 Promotion of JTOs shall be made on the basis of an All India eligibility list at Corporate Office only.

3 The crucial date for determining the eligibility list shall be 1st of July of year to which the vacancies pertain.

4 The syllabus and rules for conducting LDCE shall be such as the Board may prescribe from time to time.

5 Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of requisite qualifying/eligibility service by more than one year and have successfully completed their probation period, if prescribed.


(M.K. SHRIVASTAVA)

ASSTT. DIRECTOR GENERAL (PERS-II)

-14-

SCHEDULE - II

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection 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
Assistant Engineer (Architect)	*19 up to 2001 * subject to variation dependent on workload	Executive	IDA Pay Scale in BSNL, corresponding to the CDA scale of Rs 7500-250-12000.	Selection cum seniority	Not applicable	Not applicable	Not applicable

Whether age and essential qualification prescribed for direct recruits will apply in case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made	If a BSNL Promotion Committee exists, what is its composition .
9	10	11	12	13
Not applicable	Not applicable	75% by promotion on the basis of seniority cum fitness. 25% by Limited Departmental Competitive Examination.	Promotion: 75% by Junior Telecom Officers (Architect) with three years of regular service in the grade who do not have degree or equivalent and not registered with Council of Architecture. 25% by Limited Departmental Competitive Examination from amongst Junior Telecom Officers (Architect) who have rendered not less than three (3) years regular service in the grade on 1 st July of the year of Examination and who do not have degree or equivalent and not registered with Council of Architecture. Note:- In case of non-availability of sufficient number of officer for filling of these posts by promotion/by selection in a particular recruitment year, the unfilled vacancies shall be diverted and filled up through Limited Departmental Competitive	1. Sr. DDG (Architect) - Chairman 2. Chief Architect - Member 3. Jt. DDG(Architect) -Member Note: Appointing authority will be Director(Plg.), BSNL Board

	<p>Examination and vice-versa subject to the condition that the quota shall be restored in subsequent recruitment years.</p> <p>2 Promotion of JTOs shall be made on the basis of an All India eligibility list at Corporate Office only.</p> <p>3 The crucial date for determining the eligibility list shall be 1st of July of year to which the vacancies pertain.</p> <p>4 The syllabus and rules for conducting LDCE shall be such as the Board may prescribe from time to time.</p> <p>5 Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of requisite qualifying/eligibility service by more than one year and have successfully completed their probation period, if prescribed.</p>	
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(M.K. SHRIVASTAVA)
ASSTT. DIRECTOR GENERAL (PERS-II)

BHARAT SANCHAR NIGAM LIMITED
A Govt. of India Enterprise

PUBLISHED BY PERSONNEL II SECTION OF BSNL
RECRUITMENT RULES OF SUB DIVISIONAL ENGINEER (TELECOM
FACTORIES)

Issue No. 5

24-20/2001-Pers-II

New Delhi-110 001

Dated: 28.2.2002

1 Short title and commencement:-

- i) With the approval of BSNL Board, the following rules regulating the method of recruitment to the post of Sub Divisional Engineer (Telecom Factories) in BSNL are hereby made, namely:-
- ii) These rules may be called the Sub Divisional Engineer (Telecom Factories), Recruitment Rules, 2002 (Issue No.5)
- iii) They shall come into force with effect from 1.3.2002

2 Definition:- In these rules, unless the context otherwise requires,

- i) **Company:-** means Bharat Sanchar Nigam Limited (A Government 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 powers.

3 Application:- These rules apply to the posts specified in Column(1) of the Schedule annexed to these rules.

4 Number of Post, classification and scale of pay:- The number of the said post, its classification and the scale of pay attached to 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 columns 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.

Service under the Territorial Army:- A Sub Divisional Engineer (Telecom Factories) who has not completed the age of 40 years if so required, will be liable to serve in the Territorial Army subject to the provisions of Section 6A of the Territorial Army Act, 1948 (58 of 1948) and the rules made thereunder.

- 7 **Saving:-** Nothing in these rules shall affect reservation, relaxation of age limit and other concession required to be provided for the Scheduled Caste, Scheduled Tribes, other Backward Classes, Ex-serviceman and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.

8 Initial constitution:-

- (i) All officials holding the post of Sub Divisional Engineer (Telecom Factories) and Metallurgist, on regular basis in 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 Sub Divisional Engineer (Telecom Factories).
- (ii) The cadres of Sub Divisional Engineer (Telecom Factories) and Metallurgists has been merged and the merged cadre shall be known as Sub Divisional Engineer (Telecom Factories). There shall be prepared a common Seniority list at the corporate office level. The Inter-se seniority within the respective cadres of SDE (TF) and Metallurgists should not be disturbed in the merged cadre. For the purpose of merger of these cadres the year of promotion/recruitment may be the criterion and within the year the date of substantive appointment in their respective cadres may be taken as basis for fixing the seniority within the particular year.
- (iii) The continuous regular service of officials referred to in sub-rule 9(i) above before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension

SCHEDULE

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection 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 Sub Divisional Engineer (Telecom Factories)	2 *90 up to 2001 * subject to variation dependent on workload	3 Executive	4 IDA Pay Scale in BSNL, corresponding to the CDA scale of Rs 7500-250-12000.	5 Selection cum seniority	6 Not applicable	7 Not applicable	8 Not applicable

Whether age and essential qualification prescribed for direct recruits will apply in case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made	If a BSNL Promotion Committee exists, what is its composition
9	10	11	12	13
Not applicable	Not applicable	<p>75% by promotion on the basis of seniority cum fitness.</p> <p>25% by Limited Departmental Competitive Examination.</p>	<p>Promotion:</p> <p>75% by Junior Telecom Officers (TF) with three years of regular service in the grade.</p> <p>25% by Limited Departmental Competitive Examination from amongst Junior Telecom Officers (TF) who have rendered not less than three (3) years regular service in the grade on 1st July of the year of Examination.</p> <p>Note:- In case of non-availability of sufficient number of officers for filling of these posts by promotion/by selection in a particular recruitment year, the unfilled vacancies shall be diverted and filled up through Limited Departmental Competitive Examination and vice-versa subject to the condition that the quota shall be restored in subsequent recruitment years.</p> <p>2 Promotion of JTOs shall be made on the basis of an All India eligibility list at Corporate Office only.</p>	<p>1. DDG (Pers) - Chairman 2. DDG(SR) - Member 3. DDG (TF)/Jt. DDG(TF) - Member</p> <p>Note: Appointing authority will be Director (HRD), BSNL Board</p>

		<p>3 The crucial date for determining the eligibility list shall be 1st of July of year to which the vacancies pertains.</p> <p>4 The syllabus and rules for conducting LDCE shall be such as the Board may prescribe from time to time.</p> <p>5 Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of requisite qualifying/eligibility service by more than one year and have successfully completed their probation period, if prescribed.</p>
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M.K. Shrivastava

(M.K. SHRIVASTAVA)

ASSTT. DIRECTOR GENERAL (PERS-II)

Page 5 of 5



No. 20-1/2001-Pers-II
BHARAT SANCHAR NIGAM LIMITED
[A Government of India Enterprise]
CORPORATE OFFICE
PERSONNEL -II SECTION
102-B, Statesman House, 148, Barakhamba Road, New Delhi-1.

July 30th, 2007

To

- All Chief General Managers, Telecom Circles/Metro Districts
- All Chief General Managers, Telecom Factories
- All Chief General Managers, Maintenance Regions
- All Chief General Managers, Telecom Project Circle
- Chief General Manager, Technical & Development Circle, Jabalpur
- Chief General Manager, Quality Assurance Circle, Bangalore
- Chief General Manager, ALTTC, Ghaziabad
- Chief General Manager, Satellite Project, 1st Floor, Area Centre, Jhandewalan Extension, New Delhi
- Chief General Manager, National Centre for Electronic Switching, New Delhi
- Chief General Manager, Data Network, New Delhi
- Chief General Manager, Task Force, Guwahati
- Chief General Manager, BRBRAITT, Jabalpur
- Chief General Manager, Telecom Stores, Kolkata
- Chief General Manager, Railway Electrification, Nagpur
- All Chief Engineers, Civil North/West/South/East/Central Zone
- Chief Engineer, Electrical Wing, New Delhi
- Chief Architect, Northern/Western Wing
- All Officers/Sections in the BSNL Corporate Office

Subject:- Recruitment Rules of (1) SDE(Telecom) (2)SDE(Electrical) (3)SDE(Civil) (4)SDE(Arch) and AE(Arch) (5)SDE(Telecom Factories).

Attention is invited to the Recruitment Rules for the above mentioned posts issued by this office as listed below:

Sl.No.	Name of the post	R/R notified vide number and date
1.	SDE(Telecom)	20-24/2001-Pers-II dated 28.02.2002
2.	SDE(Electrical)	20-24/2001-Pers-II dated 28.02.2002
3.	SDE(Civil)	20-24/2001-Pers-II dated 28.02.2002
4.	SDE(Arch) & AE(Arch)	24-20/2001-Pers-II dated 28.02.2002
5.	SDE(Telecom Factories)	24-20/2001-Pers-II dated 28.02.2002

2.0 Attention is further invited towards provisions of para (1) (II)(iii) of the Time bound/Post based executive promotional policy for Group 'B' level officers of BSNL issued with the approval of BSNL Board vide OM No 400-61/2004-Pers-I/308 dated 18.1.2007 which provides that "the present quota of 25% earmarked for promotion of JTOs to the grade of SDE through LDCE in existing BSNL RRs for SDEs of various streams is increased to 33%. The relevant SDE level Recruitment Rules stand modified to this extent."

3.0 Accordingly, quota under seniority-cum-fitness and Limited Departmental Competitive Examination (LDCE) under Columns 11 and 12 of Schedule in all the Recruitment Rules mentioned above stand amended as 67% and 33% respectively in place of 75% and 25%. These changes shall be effective from the vacancy year 2006-07.

This issues with the approval of the competent authority.

Bindu Roy

(BINDU ROY)

ASSISTANT DIRECTOR GENERAL (PERS-II)

TELE: 23037191/Fax: 23734156

Copy to:-

- 1) PS to CMD, BSNL
- 2) Director (Finance), BSNL
- 3) Director (HRD)/(OP)/(C&M)/(Plg. & NS), BSNL
- 4) Sr.DDG (Estt)/Sr.DDG(Elec)/Sr.DDG(Arch)/Sr.DDG(FP)
DDG(Pers)/DDG (EF)/DDG(BW), BSNL C.O.
- 5) Jt.DDG (DE)/ADG (PAT), BSNL C.O.
- 6) General Secretary, Executive Associations, BSNL.
- 7) OL Section for Hindi Version
- 8) Spare/Guard File
- 9) Office Copy.