



**BHARAT SANCHAR NIGAM LTD.**

(A Government of India Enterprise)  
SEA, Section, Corporate Office,  
7<sup>th</sup> Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane, Janpath  
New Delhi – 110001.

No.4-42/2011-SEA.

Dated:- 06-08-2013.

To

The Chief General Manager/Circle IFA,  
Bharat Sanchar Nigam Limited,  
All Telecom Circles/Telephone Districts/Other Units.

Subject: - Appointment of 'Junior Accounts Officer on probation' under 40% quota consequent on completion of 4 weeks of Phase-I induction training - reg.

Ref: No. NATFM/2-Trg./JAO Part-II/2012-13/28                      dated 24.06.2013.  
No. NATFM/2-Trg./JAO Part-II/2012-13/43                      dated 23.07.2013.

The undersigned is directed to convey the approval of the Competent Authority for communicating the list of 630 (559+71) successful candidates under 40% quota of JAO examination who are undergoing Phase-I induction training at various training Centers vide letters under reference containing their Circle/Unit of posting (**Annexure-I undergoing training w.e.f 15.07.2013 and Annexure-II undergoing training w.e.f 29.07.2013**) to be appointed as JAO subject to successful completion of Phase-I induction training of four weeks and the terms and conditions of appointment are given in **ANNEXURE-III**. Formal appointment orders may be issued from the **CONCERNED TERRITORIAL CIRCLE OF THE ALLOTMENT**, accordingly.

(Sudhira Sabharwal)  
Assistant General Manager (SEA)

**Encl: Annexure-I II and III.**

Copy to:

1. The Chief General Manager, NATFM, RTTC Compound, Gachibowli, Hyderabad.
2. The CGM/IFA BRBRAITT Jabalpur.
3. The Principal, CTTC Kolkatta, CTTC Kurukshetra, NSCBTTC Kalyani, RGM TTC Chennai, RTTC Bhuvaneshwar, RTTC Chennai, RTTC Guwahati, RTTC Hyderabad, RTTC Lucknow, RTTC Mysore, RTTC Nagpur, RTTC Pune, RTTC Rajpura, RTTC Thiruvananthapuram.
4. PPS to Director (HR), CO, BSNL.
5. Executive Director (Finance), CO BSNL.
6. GM (FP), CO, BSNL.
7. The AGM (Trg. Fin), CO BSNL.
8. Guard File/Spare.

(Ajay Jain)  
Dy. Manager (SEA)

## **ANNEXURE-III**

### **Terms and conditions**

1. Appointment as 'JAO on probation' is subject to the successful completion of Phase-I induction training of 4 weeks.
2. The appointment is on provisional and on purely temporary basis and subject to the terms and conditions laid down in Recruitment Rules of JAOs in BSNL. They will be governed by all the relevant rules and orders as issued by CO, BSNL from time to time.
3. The appointee will be on probation for a period of 2 years and if during this period his/her work and/or conduct is/are found to be unsatisfactory; he/she will be reverted back to his substantive grade.
4. The appointment carries with it the liability to serve in any part of **(Name of Circle)\* Telecom Circle** & also be liable for field service in any part of India in times of War/National Emergencies. The appointees who have 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 6 – A of the Territorial Army Act, 1948 (58 of 1948) and the rules made there under.

*Note: \* Name of Circle will be Allotted Circle of Candidate.*

5. On appointment and on joining as "JAO on probation" the pay on promotion will be fixed in the IDA pay scale Rs.16400-40500/- (provisional) as per PAT branch CO BSNL Lr. No. 1-50/2008-PAT (BSNL) dated 05.03.2009.
6. Only actual transit time is admissible from the Training Centre to the allotted Circle. If the candidates do not join the allotted circles immediately, their appointment as 'JAO on probation' will be treated as cancelled.
7. JAOs on probation have to undergo training, as may be scheduled and intimated by CGM NATFM, Hyderabad / Corporate Office, New Delhi from time to time within the total probation period of two years. They will earn their first increment only on completion of one year and after successful completion of the Second Module Training. They will be eligible to earn their second increment only on successful completion of the remaining third module training successfully during the second year of probation.
8. The inter-se-seniority will be based on the overall performance / marks obtained by all the qualified candidates of this examination in all three phases of induction training. CGM, NATFM Hyderabad is requested to give full feed back in this regard on or after completion of their JAO Phase-III induction training for taking further necessary action at this end.
9. In case any candidate fails to comply with the terms and conditions mentioned above, the appointment as 'JAO on probation' will be terminated forthwith, without any notice.
10. Officials will not bring/attempt to bring any political or other outside influence either directly or through the relatives for the change the Circle / Station of posting upon any superior authority. In case of any such influence, they will attract the provisions of Rule-5 of BSNL CDA Rules 2006 as amended from time to time and action will be taken accordingly.
11. The appointment of these candidates is subject to the condition that no disciplinary / vigilance case is pending against the officials. In case any disciplinary / vigilance case of the type referred in DOP&T OM No. 22011/4/91-Estt (A), dated 14.09.92 is pending against any one of these officials or where in respect of any of these officials some punishment like stoppage of increment is current, the matter should be taken up with the Circle Vigilance Officer and the same may be intimated to CO BSNL for further necessary action.
12. BSNL reserves the right to withdraw this offer or terminate the appointment of any candidate or candidates, without assigning any reason, whatsoever.
13. It may be ensured before issuance of orders that correct name is reflected in the order and the order pertains to correct person.