Bharat Sanchar Nigam Limited
(A Government of India Enterprise)

Corporate Office
Establishment-IV Section
5th Floor
Bharat Sanchar Bhawan
Jan path, New Delhi-110001
No.5-32/2013-Estt.IV

Dated: 14.10.2015

To
All Heads of Telecom Circles of BSNL,
All Heads of Telecom Districts.

Subject: Forwarding of Recruitment Rules of Junior Telecom Officer (Telecom)-2014

In pursuance of the approval of the Board of Directors of BSNL, the undersigned is directed to forward herewith a set of Recruitment Rules of Junior Telecom Officer (Telecom)-2014 issued on 14.10.2015 for information and further necessary action. These recruitment rules shall come in to force with immediate effect.

Hindi version will follow

(A.K SINGH)
Assistant General Manager (Estt-IV)

Copy to:
1. P.S to MoC
2. The CMD, BSNL, New Delhi
3. All the Directors of BSNL
4. The CS & Sr.GM(Legal), BSNL CO, New Delhi
5. The DDG(Establishment)/Director(Staff) DoT
6. The GM(Personnel), BSNL
7. The DGM(Personnel)/DGM(Training)/DGM(Recruitment), BSNL
8. All the AGMs of Personnel branch of Corporate Office, BSNL.
9. The DM (OL) for Hindi version at the earliest.
10. Order Bundle.
1. **Short Title and commencement:**

   (i) With the approval of BSNL Board and in supersession of the Recruitment Rules of Junior Telecom Officer (Telecom)-2001, the following rules regulating the method of recruitment to the post of Junior Telecom Officer (Telecom) in BSNL are hereby made, namely

   (ii) These rules may be called the Junior Telecom Officer (Telecom) Recruitment Rules, 2014.

   (iii) These rules shall come into force from the date of its publication and shall be applicable to all Limited Internal Competitive Examinations/Direct Recruitment Examination to be notified in future after publication of these Recruitment Rules by the Company.

2. **Definition:** In these Rules unless the context otherwise required,

   (i) **Company:** Means Bharat Sanchar Nigam Limited (A Government of India Enterprise) having its Registered Office at Bharat Sanchar Bhawan, Janpath, 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 other Officer of the Company to whom the Board delegates any of its power.

3. **Application:** These Rules shall apply to the posts as specified in Column (1) of the Schedule annexed to these Rules.

4. **Number of posts, 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 the Schedule annexed.

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 specified in Column 5 to 12 of the Schedule annexed.
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,

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 that there are other grounds for so doing, exempt any person from the operation of this rule.

7. **Bond & Pre - appointment Training:** All candidates recruited against the vacancies for Direct Recruitment shall execute a Bond in the format as specified by the Company to serve in BSNL for a period of five years from the date of their appointment as Junior Telecom Officer or for a period as specified by BSNL for the post from time to time.

The selected candidates against both the Direct Recruitment quota of vacancies and internal promotion quota of vacancies shall have to successfully undergo training as per the training plan for such period as may be specified from time to time by the BSNL.

If the officials do not qualify the pre-appointment training Examination in first attempt, he/she will be given one more chance to qualify pre-appointment training examination failing which he/she will not be appointed as JTO(T) and he/she has to appear a fresh in the subsequent LICE/Direct Recruitment Examination. During the period of training, the Direct Recruit JTOs (T) will be entitled to Stipend (Training allowance) as decided by the BSNL from time to time.

8. **Power to relax:** - Where the BSNL Board is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing relax any of the provision of these rules with respect to any class or category of persons.

9. **Saving:** —Nothing in these rules shall affect reservations, relaxation of age limit and other concession required to be provided for the Scheduled Castes, 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.

10. **Initial constitution:** - All officials who had been appointed as JTO (T) on regular basis prior to the date of commencement of these Rules shall be deemed to have been appointed under these Rules on regular basis with effect from the date of their appointment to the posts.

11. **Liability to serve anywhere in India:** - In case of emergencies/ exigencies, the persons thus appointed/holding the post of JTO(T) shall be liable for posting anywhere in India as per the requirement of BSNL or as the need be, in the interest of service.

12. **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.
<table>
<thead>
<tr>
<th>Name of Post</th>
<th>Number of Post</th>
<th>Scale of Pay</th>
<th>Classification</th>
<th>Whether non-selection or selection post</th>
<th>Age limit for Direct Recruitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
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</tbody>
</table>

**Note:** The crucial date for determining the age limit shall be the receiving date of receipt of application forms.

**Governing Rules:**

- Ex-Servicemen will get the benefit of age relaxation as per Central Government Rules.
- For BSNL, employees are entitled to age relaxation up to 5 years for OBC/PWD candidates.
- Upper age limit as on crucial date is relatable to all.
- Upper age limit beyond crucial date is relatable to all.

**IDA Pay Scale of Pay (Rs. 16400 - 40500)**

**Schedule**

JTO (Telecom) Recruitment Rules - 2014
<table>
<thead>
<tr>
<th>12</th>
<th>11</th>
</tr>
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<tbody>
<tr>
<td>50% (by admission)</td>
<td>50% (by selection)</td>
</tr>
</tbody>
</table>

**Vacancies under 50% internal quota will be filled up under:**
- Direct Admission
- Promotion

**1) ABSTRACTION:** By disposition of sounding test qualified for promotion

**2) PROMOTION:** Internal promotion of those attending the said examination or test and who are appointed as teachers.

**Promotion:**
- (i) 50% by merit
- (ii) 50% by rules

**Absorption:**
- (i) By direct admission
- (ii) By examination

**Recruitments:**
- (i) 50% by direct admission
- (ii) 50% by examination

**Schedule**

**JTO (Telecom) Recruitment Rule - 2014**

File No. 5-32/2013- Pers.IV
Vacancy years in which BSNL do not resort to direct recruitment of TIOs do not resort to direct recruitment of TIOs.

Every year due to administrative reasons SC/ST/OBC/PWD/BSNL may or may not necessarily go for direct recruitment of TIO (1). From open market strictly on need basis or to fill the backlogs vacancies of allocation/shift of candidates for direct recruitment falls (respectively of whether they are main vacancies or backlog vacancies).

8. Eligibility condition regarding age limit of candidates for direct recruitment shall be determined on the closing date of receipt of application.

Vacancy year against which the posts have been selected based on the rank and eligibility conditions issued in 2009 and marks in the same will be used for determining seniority.

6. The seniority of all candidates in the cadre of TIO (1) shall be determined on the basis of marks obtained by them in JTO (Telecom) Phase 1 screening. Screening test conducted after JTO (Telecom) Phase 1 training as per new scheme.

5. The officials who have been appointed on regular basis under old TIO (Telecom) recruitment rules shall be en-block senior to those appointed/regularized through new recruitment rules.

4. The candidates possessing higher qualifications viz. M.Tech in the prescribed disciplines as prescribed in column 7 of the schedule for direct recruitment (DBR) shall also eligible to appear in the prescribed examination.

3. The candidates having tested through Graduate Committee of BSNL (GAT) Score in the disciplines mentioned under column 7 of Schedule of Recruitment Rules of TIO (Telecom) may be done either through open competitive examination or through Graduate Aptitude Test (GAT) Committee (CGM) will be approved by respective CEC.

2. Appointing Authority of JTO (Telecom) will be the CEC of the respective Recruitment Circle. The procedure of the Corporation Promotion Committee (CPC) will be approved by respective CEC.

1. TJO will be a Circle cadre and the unit of recruitment will be the respective Recruitment Circle.

Schedule

File: No. 5.32/2013- Persly
In the Territorial Circle where they are presently working:

1.5 Employees belonging to streams other than Telecom Stream (viz. Telecomm Factory, Civil, Electrical etc.) shall be eligible to appear in LCE.

14. The candidates possessing degree/diploma in Mechanical Engg. shall be permitted to appear in three successive LCEs.

11. The vacancies filled up under Apprenticeship/Trainee/Ex-Servicemen/IR Rs./War/Duty/Deaf & Dumb/Promotion etc. will automatically stand directed to internal promotional LCE gamers as indicated in Column 11.4 due to retirement/resignation/W/R/Duty/Promotion etc.

10. After qualifying LGFCL shall have to go through a two-year period of probation.

12. Non-Executives (Industrial and Non-Industrial) of Telecom Factory on their selection as TO (I) after qualifying LGFCL will be posted to another one in case of direct recruitment if two officials secure same marks in T.1 phase I obtaining the seniority among them will be decided on the basis of date of birth. Older will be senior to younger one.

11. In case of LGFCL if two officials secure the same marks in T.1 phase I obtaining the seniority among them will be decided on the basis of combined service period in the pay scale of Rs. 13500-24000 or above in BSNL.

10. Inter-se-seniority of the officials promoted through LGFCL and the candidates directly recruited from open market for the same vacancy shall be decided on the basis of date of birth. Older will be senior to younger one.

9. In case of direct recruitment if two officials secure the same marks in T.1 phase I obtaining the seniority among them will be decided on the basis of combined service period in the pay scale of Rs. 13500-24000 or above in BSNL.

8. In case of LGFCL if two officials secure the same marks in T.1 phase I obtaining the seniority among them will be decided on the basis of date of birth. Older will be senior to younger one.

7. The candidates possessing degree/diploma in Mechanical Engg. shall be permitted to appear in three successive LCEs.

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1. In the Territorial Circle where they are presently working:

File No. 5-32/2013-Pers.IV

A.K. Sinha
Deputy General Manager (EST-II)