



# **BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

## **CORPORATE OFFICE**

### **PERSONNEL BRANCH**

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

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## **RECRUITMENT RULES OF MANAGEMENT TRAINEES IN** **BSNL**

No. 400-212/2012-Pers.I	Dated:	2013 at New Delhi
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1. **SHORT TITLE AND COMMENCEMENT:** With the approval of BSNL Board, the following rules relating to recruitment of Management Trainees of BSNL are hereby made;
  - 1.1 These rules may be called the '**BSNL Management Trainees' Recruitment Rules, 2013**;
  - 1.2 They shall come into force on the date of their publication by the BSNL.
  - 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 **Government:** Means Government of India.
  - 2.2 **Department:** Means Department of Telecom.
  - 2.3 **Company:** Means Bharat Sanchar Nigam Limited (BSNL, a Government of India Enterprise) having its registered office at New Delhi.
  - 2.4 **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 Officer of the Undertaking to whom the Board delegates any of its powers.
  - 2.5 **Functional Stream:** Means the discipline to which the officer has been recruited, viz. Operations, Finance, Civil, Electrical, Architecture, etc.

Appointing Authority: Appointing Authority will be GM, Bharat Sanchar Nigam Limited.

4. The Management Trainee shall be appointed in IDA pay scale of Rs. 24900-50500 revised (E-3 level)

5. **Number of posts:** Management trainees shall be recruited against 50% of STS equivalent level posts as decided for filling-up by BSNL Management for each year. The requirement of management trainees shall be worked out before each recruitment process based on the actual need of the Company. Further, for every recruitment process, the breakup of various Functional Streams shall be decided by the Company, from time to time.

6. The Management Trainees shall be recruited to the Functional stream post of a particular discipline from amongst the following:

- External Candidates - Appointed from eligible external candidates
- Internal Candidates - Appointed from eligible Internal Candidates.

7. **Ratio of Internal vs. External Candidates:** The ratio between Management Trainees [External] and Management Trainees [Internal], will be as under:

a. Management Trainee [External]	50%
b. Management Trainee [Internal]	50%

8. **Eligibility Conditions:**

8.1 **Nationality:** The candidate should be Indian National.

8.2 The educational Qualifications, age limit, method of recruitment, probation period etc. shall be applicable as per enclosed schedule.

9. **Mode of Recruitment:**

9.1 All the candidates, whether external or internal, shall be screened to undergo the similar recruitment process i.e Assessment process (comprising cognitive, management aptitude and technical sections)+ group discussion + structured interview.

9.2 The selection shall be based on merit in the Competitive Examination as prescribed for internal and External candidates prepared on the basis of weightage as under:

1. Assessment Process	100%
2. Group Discussion	10%
3. Interview	10%

The selection shall be based on merit in the Competitive Examination as prescribed for internal and External candidates prepared on the basis of weightage as under:

10. The Recruitment year of the selected candidates shall be year of declaration of result.
11. **Training and Probation:** All Management Trainees [External as well as Internal] will remain on probation of two years running concurrently with training schedule of 52 weeks as per details given below:
- 11.1 **External Candidates:** The External Candidates will undergo following training – Total 52 weeks [One year] including examinations during training: -
- 11.1.1 Common Managerial Training – Total 13 Weeks.
  - 11.1.2 Training related to Functional stream – 13 Weeks.
  - 11.1.3 On the Job Training - 26 weeks.
  - 11.1.4 If the candidate fails to successfully complete the training including the examination during training, then his/her probation-cum-training shall be extended by 6 months, followed by Examination. He/she will be placed below in seniority than the officers who have already cleared the exam.
  - 11.1.5 On failure in successful completion of training including examinations during the period of training even in extended period, his/her appointment/selection to BSNL shall be treated as cancelled.
  - 11.1.6 The seniority among the external candidates will be fixed on the basis of marks obtained in the selection process, through the three stages.
- 11.2 **Internal Candidates:** The internal candidates will undergo following training – Total 52 Weeks [One Year], including examinations during training: -
- 11.2.1 Nine [9] months Management Course including 13 weeks common managerial training for all functional streams.
  - 11.2.2 Three [3] months on the job training in assigned Functional stream after successful completion of Management Course.
  - 11.2.3 If the candidate fails to successfully complete the training including the examinations during training, then his/her probation-cum-training shall be extended by 6 months, followed by Exam. He/she will be placed below in seniority than the officers who have already cleared the exam.
  - 11.2.4 On failure in successful completion of training including examinations during training period even in extended period, his/her appointment/selection to BSNL shall be treated as cancelled.

Trainee shall be treated as cancelled and official reverted to his/her earlier grade.

- 11.2.5 The seniority among the internal candidates will be fixed on the basis of marks obtained in the selection process through the three stages.

## 12. Career Progression:

- 12.1 Appointment as Manager (MT): On successful completion of 52 weeks training, the officer shall be appointed as Manager (MT).
- 12.2 To be promoted as Assistant General Manager on working as Manager (MT) for two years subject to being adjudged fit for promotion.
- 12.3 Further career progression for promotion to higher grades shall be regulated by BSNL MSRR-2009 with subsequent modifications.
- 12.4 Career progression will be governed by the provisions of BSNL MSRR-2009.

## 13.0 Inter-se-Seniority

- 13.1 Inter-se-seniority amongst Management Trainees, External and Internal, for any Recruitment year shall be as prescribed in Para's 11.1.6 and 11.2.5 above. However, ratio of fixation between Management Trainee [Internal] and Management Trainee [External] shall be 1:1 beginning with the Internal candidate.
- 13.2 Inter-se-seniority in Manager's grade (STS equivalent): The inter-se-seniority at the STS level shall be fixed as given below:

I	Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list
II	Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list
III	Management Trainee [Internal]- as per gradation list
IV	Management Trainee [External]- as per gradation list
V	Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list
VI	Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list
VII	Management Trainee [Internal]- as per gradation list
VIII	Management Trainee [External]- as per gradation list
IX	Departmental candidate- appointed at STS level on selection-cum-seniority basis- as per gradation list

15 **Disqualification:** - No person -

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

Or

Who, having a spouse living, has entered into or contracted marriage with any person.

Shall be eligible for appointment.

Provided that the Government 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.

16. **Saving:** Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, Other Backward classes, Ex-Servicemen, and other special categories of persons in accordance with the orders issued by the Government from time to time.
17. **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.

(A.K. Jain)  
Sr. General Manager (Pers.)

**Annexure - A**  
**Schedule to the Recruitment Rules of MTs [MT RRs]**  
**Essential qualifications for Management Trainees, External & Internal**

Educational Qualification		
Functional Streams	External Candidates	Internal Candidates
Operations  [Please see Note.1 & 2]	Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the following disciplines: 1. Telecommunications 2. Electronics 3. Computer/ IT 4. Electrical  PLUS regular full time MBA or M.Tech	Bachelor of Engineering/ Bachelor of Technology degree or equivalent  Or BSc with 1 <sup>st</sup> Division  PLUS Work experience in BSNL- 4 years for executives and 8 years for non-executives (On the last date of application)
Finance	CA/ICWA /CS (On the last date of application)	CA/ICWA/M. Com/CS  PLUS Work experience in BSNL- 4 years for executives and 8 years for non-executives (On the last date of application)
Civil  [Please see Note.1 & 2]	Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines: 1. Civil  PLUS regular full time MBA or M.Tech	Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines: 1. Civil  PLUS Work experience in BSNL- 4 years for executives and 8 years for non-executives (On the last date of application)
Electrical	Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines: 1. Electrical  PLUS regular full time MBA or M.Tech	Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines: 1. Electrical  PLUS Work experience in BSNL- 4 years for executives and 8 years for non-executives (On the last date of application)

Architects  [Please see Note.1& 2]	Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines: 1. Architectural  <b>PLUS</b> regular full time MBA or M.Tech.	Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines: 1. Architectural  <b>PLUS</b> Work experience in BSNL- 4 years for executives and 8 years for non-executives  (On the last date of application)
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Note:

1. The external candidates applying for Management Trainees in Engineering streams [Operation, Civil, Electrical & Architects] should possess the degree in Engineering with minimum 60% marks [55% for SC / ST candidates] and should have completed his/her courses on a regular full time basis on the last date of application.
1. The external candidates applying for Management Trainees in Engineering streams [Operation, Civil, Electrical & Architects] should possess' two years regular full time MBA (or its equivalent from recognized/reputed Indian institute/University recognized under Indian Laws on the last date of application), Or, M.Tech.

# **SCHEDULE** **MANAGEMENT TRAINEES IN BSNL**

Number of posts	Classification	Scale of Pay	Whether selection by merit or selection-cum-seniority or non-selection post	Age limit	Whether benefit of added years of service admissible	Educational and other qualification required for Direct Recruits
2	3	4	5	6	7	8...contd..
To be notified by each recruitment	Executive	Rs. 24,900-50,500/- (IDA revised w.e.f.01.01.2007)(E3)	Selection by merit	MT [External] 30 years MT [Internal]- 45 Years (50 years for first batch of internal candidates)  Relaxable in case of reserved category candidates as per Government guidelines  Age limit to be reckoned as on 1 <sup>st</sup> August of the year of Examination	N/A	As per Annexure-A to this schedule



## SCHEDULE MANAGEMENT TRAINEES IN BSNL

Period of probation, if any	Method of recruitment whether by Direct Recruitment or by promotion or by deputation/absorption and percentage of posts 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 Promotional Committee exists, what is its composition.
10	11	12	13
7-10 years	Selection by merit through competitive exam based on scores from assessment process, group discussion, interview carrying 75%, 12.5%, 12.5% weightage respectively (i) for external candidates - 50% seats (ii) for internal candidates - 50% seats	All regular BSNL employees-possessing the prescribed eligibility conditions (on the last date of application) shall be eligible to appear in the selection process.  Maximum three attempts shall be permitted to the internal candidates	For promotion to Asst. General Manager (AGM) Level and above as per BSNL MS RRs 2009.