No. 250-7/2013-Pers-III  
Dated: 25.8.2014

To

All Heads of the Telecom Circles,  
Bharat Sanchar Nigam Limited.

Sub: Framing of Recruitment Rules of Telecom Technical Assistant (TTA) of 2014 in BSNL.

I am directed to forward herewith a copy of Recruitment Rules of Telecom Technical Assistant (TTA), 2014 approved by BSNL Board. However, it will be subject to the final Organizational Structure and HR Plan to be approved by BSNL Board in future.

In view of the above, all concerned are requested to take appropriate necessary action.

Encl: As above.

V.K. Sinha  
Asstt. General Manager (Estt-III)  
Tel: 23310401

Copy to:-

1. CMD; BSNL, New Delhi.  
2. Director (HR), BSNL, New Delhi.  
3. GM (Restg.)/GM (Estt)/ GM (Pers), BSNL CO, New Delhi.  
4. General Secretary, BSNLEU/NFTE, New Delhi.  
5. INTRANET

S. Ravi Shankar  
Deputy Manager (Estt-III)  
Tel: 23037182
1. **Short Title and commencement:**

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

   (ii) These rules may be called the Telecom Technical Assistant (TTA) Recruitment Rules, 2014.

   (iii) These rules shall come into force from the date of its publication and shall also be applicable to all Limited Internal Competitive Examinations / Direct Recruitment Examinations 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 the Bharat Sanchar Nigam Limited (A Government of India Enterprise) having its Registered Office at Bharat Sanchar Bhawan, Harish Chandra Mathur Lane, Janpath, New Delhi-1.

   (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 Undertaking 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 are 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 **two years** from the date of their appointment as Telecom Technical Assistant or for a period as specified by BSNL for the post from time to time.

   The selected candidates both against 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 official do not qualify the pre-appointment Training in 1st attempt, he/she will be given one more chance to qualify the pre-appointment training examination failing which he/she will not be appointed as TTA and he/she has to appear afresh in the subsequent LICE/Direct Recruitment Examination. During the period of training, the Direct Recruit TTAs 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. **Savings:**—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 TTA on regular basis under old TTA Recruitment rules of 2001 rules shall be en bloc senior to those appointed under these rules on regular basis.

11. **Liability to serve anywhere in India:**—In case of emergencies / exigencies, the persons thus appointed / holding the post of TTA 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.
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<th>Age Limit for Direct Recruits</th>
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<th>IDA Pay Scale of</th>
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Note: The crucial date for determining the age limit shall be the closing date of receipt of application from candidates.

Govt. Rules:
1. Ex-Servicemen will get the benefit of age relaxation as per Central Government Rules.
2. For BSNL employees the upper age limit is relaxable up to 5 years for OBCs, PWD candidates and 8 years for OBC-PWD candidates.
3. Upper age limit is relaxable up to 10 years for ST-PWD candidates.
4. For PWD candidates who are eligible to avail of reservation applicable.
5. Upper age limit as on crucial date is relaxable for:
   - Upper age limit as on crucial date is relaxable for:
   - Age limit for Direct Recruits should be between 18 and 30 years as on crucial date.
   - Age post selection and post non-selection.
   - Scale of Pay.
   - Classification.
   - Whether Number of Posts.
   - Name of Post.
(T.N.A. Recruitment Rules-2014)

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- L.L.C as an A.R.N. of the University does direct a University endowment by an Act of Parliament or decision of the Government in India or any Act of the University incorporated in India or any Act of the University incorporated in a recognized University (e.g., Technology, Engineering, Information Technology, and Management).
1. Officials selected for the post of TTA will be deputed for training on the basis of marks obtained in the TTA under 50% quota of Competitive Examination under 50% quota of Competitive Examination Rules-2014.)

2. TTA will function as a Circle cadre and the unit of recruitment shall be the respective Recruitment Circle. The Appointments Authority of TTA will function be under the dotted line of the Secretary to the Department of Personnel and Training.

3. SSA cadre employees in the Circle cadre of the concerned Circle. However, TTA is appointed either as Provision of old TTA Recruitment Rules or 2001 shall remain.

4. All officials who have been appointed as SSA on regular basis under old TTA Recruitment Rules of 2001 rules shall be replaced senior to those appointed under these provisions.

5. In case of vacancy year (financial year) shall be the cut off date for determining the eligibility criterion regarding educational qualifications.

6. Candidates possessing higher qualifications viz. B. Tech. B. in the prescribed streams as provided in Column-7 of the Schedule for Direct Recruitment are.

7. The employees belonging to streams other than Telecom Stream viz. Telecom, Paymaster, Civilian, Electrical, Architect, etc. shall be eligible to appear in TTA in the non-technical circle where they are presently working.

8. Violation of the same smallffdument to cancellation of their candidature as TTA.

Note:
The above Recruitment Rules are subject to final Organisational Structure and HR plan to be approved by BSNL Board in future.

If the IDA pay scale of Non-Executive is the same as applicable to TTA post, the benefit of one increment in the current scale of Non-Executive shall be granted on promotion as TTA subject to higher selection on the post of TTA as a result of LICE. However, in cases where the Non-exetutive's pay scale is higher than the pay scale of TTA post, then it will be treated as placement within the respective pay scales of the post and hence will be no benefit of pay fixation in all such cases.

(6/6)