



# Bharat Sanchar Nigam Limited

(A Government of India Enterprise)

Corporate Office  
Establishment-IV Section

No.5-32/2013-Estt.IV

5<sup>th</sup> Floor  
Bharat Sanchar Bhawan  
Jan path, New Delhi-110001

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*  
14/10/15

(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.

Regd.&Corporate Office: Bharat Sanchar Bhawan, H.C.Mathur Lane, Janpath, New Delhi- 110001

Corporate Identity Number (CIN):U74899DL2000GOI107739

www.bsnl.co.in



**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

**Recruitment Rules of Junior Telecom Officer (Telecom)**

New Delhi, Wednesday, October 14, 2015

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 therein 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.



**SCHEDULE**  
**JTO (Telecom) Recruitment Rules- 2014**

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection post or non-selection post	Age limit for Direct Recruits
1	2	3	4	5	6
Junior Telecom Officer (Telecom)- JTO(T)		Executive	IDA pay scale of Rs.16400 - 40500	Not applicable	<p>Age limit for Direct Recruits should be between 18 and 30 years as on crucial date.</p> <p>Upper age limit as on crucial date is relaxable :-</p> <ol style="list-style-type: none"> <li>i) Up to 5 years for SC/ST candidates;</li> <li>ii) Up to 3 years for OBC candidates who are eligible to avail of reservation applicable;</li> <li>iii) Up to 5 years for PWD candidates (10 years for SC/ST-PWD candidates and 8 years for OBC-PWD candidates);</li> <li>iv) For BSNL employees the upper age limit is relaxable up to 5 years;</li> <li>v) Ex-Servicemen will get the benefit of age relaxation as per Central Govt. Rules.</li> </ol> <p>Note: - The crucial date for determining the age limit shall be the 'closing date of application from candidates'.</p>

*A. Singh*

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

7 Educational and other qualification required for direct recruits	8 Whether age and educational qualification prescribed for direct recruits will apply in the case of promises	9 Period of probation, if any.	10 Method of recruitment whether by direct recruitment or by promotion (LICE) or absorption and percentage of vacancies to be filled by various methods	11 In case of recruitment by promotion/deputation/transfer pay scale from which promotion/deputation transfer to be made	12 If a Corporate Promotion Committee (CPC) exists, its composition (for considering confirmation of Direct recruits)
Bachelor of Engineering Degree or Equivalent from a Central Govt./ State Govt. recognized Institution /University in any of the following disciplines: 1) Telecommunications 2) Electronics 3) Radio 4) Computer 5) Electrical 6) Information Technology (IT) 7) Instrumentation Or M.Sc.(Electronics)/ M.Sc.(Computer Science) From recognized University incorporated by an Act of the Central or State Legislature in India or/ and educational Institution established by an Act of Parliament or declared to be deemed as University under Section 3 of the UGC. Act, 1956.	No	Two years for Direct Recruits	i) 50% by Direct Recruitment ii) 50% by promotion through Limited Internal Competitive Examination (LIC) / Absorption	Vacancies under 50% Internal Quota will be filled up as under : (1) ABSORPTION: By absorption of Screening Test qualified and JTO Phase-I trained officiating JTOs. (2) PROMOTION: Internal quota left after absorbing screening test qualified and JTO phase-I trained officiating JTOs (i.e. para '1') above will be filled up through LICE from employees in the pay scale of 13600-25420 or above, with combined 5 years residency period in the pay scale of 13600-25420 or above and below the age of 55 years as on 1st July of the vacancy year provided they possess the following essential qualification from recognized University/Institution of a Central/State govt. (i) Qualification as mentioned in Column '7' for direct recruits Or (ii) 3 year diploma in any of the disciplines indicated in Column '7' Or (iii) B.Sc.(Electronics)/B.Sc.(Computer Science) Or (iv) B.Sc. with Physics & Mathematics	For promotion/ confirmation, the Committee will consist of the following Executives:- 1. PGM/Sr.GM/GM looking after HR function. --Chairman. 2.DGM/JGM/Addl.GM ---Member 3. DGM/JGM/Addl.GM ---Member* * One Member should be from the reserved Category.

*As signed*

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

**Note:**

1. JTO will be a Circle cadre and the unit of recruitment will be the respective Recruiting Circle.
2. Appointing Authority of JTO (Telecom) will be the CGM of the respective Recruiting Circle. The proceeding of the Corporation Promotion committee (CPC) will be approved by respective CGM.
3. The direct Recruitment to the post of JTO(T) may be done either through Open Competitive Examination or through Graduate Aptitude Test in Engineering(GATE). Score in the disciplines mentioned under column ' 7 ' of Schedule of Recruitment Rules of JTO(T) or through any other method as approved by Management Committee of BSNL. Board from time to time
4. The candidates possessing higher qualifications viz. M.Tech in the prescribed disciplines as provided in column '7' of the schedule for direct recruitment (DR) shall also eligible to appear in the direct recruitment (DR) examination.
5. The officials who had been appointed on regular basis under old JTO(T) recruitment rules shall be entitled senior to those appointed/regularized through new recruitment rules on regular basis
6. The seniority on appointment of candidates in the cadre of JTO (T) shall be determined on the basis of marks obtained by them in JTO (Telecom) Phase I training. Screening test qualified officiating JTOs on regularization have to undergo Phase I training as per new scheme and syllabus issued in 2009 and marks in the same will be used for determining seniority
7. 1<sup>st</sup> July of the vacancy year (financial year) shall be the cut-off date for determining the eligibility criteria regarding age/educational qualifications/length of residency period for appearing in LICE for promotion to JTO (T). Official on selection in the LICE will be allotted a vacancy year against which he/she has been selected based on his rank and eligibility.
8. Eligibility condition regarding age limit of candidates for direct recruitment shall be determined on the closing date of receipt of application from candidate. Successful directly recruited candidates will be allotted a vacancy year which will be the year in which date of receipt of application from candidates for direct recruitment falls (irrespective of whether they are main vacancies or backlog vacancies).
9. BSNL will resort to direct recruitment of JTO (T) from open market strictly on need basis or to fill the backlog vacancies of SC/ST/OBC/PWD. BSNL may or may not necessarily go for direct recruitment of JTO (T) every year due to administrative reasons /constraints. As such, directly recruited candidates in subsequent years will not have any claims for allotment of vacancy year against the vacancy years in which BSNL do not resort to direct recruitment of JTOs



10. Inter-se-seniority of the officials promoted through LICE and the candidates directly recruited from open market for the same vacancy year (allotted as above) shall be fixed in the ratio of 1:1 (Promotees followed by direct recruitee) irrespective of year of appointment/year of joining.

11. In case of LICE if two officials secure the same marks in JTO Phase I training, the seniority among them will be decided on the basis of combined residency period in the pay scale of Rs.13600-25420 or above in BSNL.

If in addition to marks and combined residency period in the pay scale of Rs. 13600-25420 or above also happens to be the same, the seniority will be decided on the basis of date of birth. Older will be senior to younger one.

In case of direct recruitment if two officials secure same marks in J.T.O Phase I training, the seniority among them will be decided on the basis of date of birth; older will be senior to younger one.

12. Non-Executives (Industrial and Non-Industrial) of Telecom Factories on their selection as JTO (T) after qualifying LICE shall have to give an undertaking to the effect that they will be henceforth be governed by prevailing Conduct, Discipline & Appeal(CDA) Rules of BSNL and not by Certified Standing Order (CSO) as in vogue in Telecom Factory. Violation of the same shall tantamount to cancellation of their candidature as JTO (Telecom)

13. The vacancies falling vacant under Absorption quota, mentioned in column '11' due to retirement/resignation/VR/death/promotion etc will automatically stand diverted to internal promotional LICE quota as indicated in Column '11'.

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

15. The employees belonging to streams other than Telecom stream (viz. Telecom Factory, Civil, electrical etc.) shall be eligible to appear in LICE in the Territorial Circle where they are presently working.

  
14/7/13  
(A.K. Singh)

**Asstt. General Manager (Estt-IV)**