

Schedule - IA

Method of Recruitment, Field of Promotion & Minimum qualifying service in the lower grade for appointment of EXECUTIVES on promotion to Higher Grade of Telecom Operations & Finance of BSNLMS

S I. N o	Grade (Equivalent) IDA Pay scale in Rs	Method of Recruitment	Whether selection by Merit or Selection cum seniority or Non-selection post	Field of selection/ minimum qualifying service for promotion inter-se seniority
1	2	3	4	5
1	DE/CAO/AGM (Equivalent of STS i.e. E4) promotion 14,500 - 350 - 18,700 (Post Based Promotion) See notes 1-7 below	a. From directly recruited MTs, to the extent of vacancies decided by BSNL every year subject to max. of 50% of the posts b. 50% of posts by Promotion from SDE/AO Level executives	As per Management Trainee Recruitment Rule (MTRR) Selection-cum-seniority	From regular SDE/AO or equivalent grade of concerned stream, who are engineering graduate/graduate (as detailed at note 2 below) from an Indian Institute / University recognized under Indian Laws, with total qualifying service of 7 years as on 1 st January of the year.
2	Deputy General Manager (Equivalent to JAG i.e. E5) 16,000 - 400 - 20,800 (Post Based Promotion) See notes 1-7 below	By Promotion	Selection by Merit	Inter-se seniority between STS Executives promoted from MTs and SDE/AO equivalent cadres will be prepared/fixed for promotion to JAG level in the following manner: i. STS Exe. From SDE/AO Equv. ii. STS Exe. From MT gradation list iii. STS Exe. From SDE/AO Equv. iv. STS Exe. From MT gradation list. v. STS Exe. From SDE/AO Equv. vi. STS Exe. From MT gradation list. vii. STS Exe. From SDE/AO Equv. viii. STS Exe. From MT gradation list and so on
3.	Joint General Manager 18,500-450-23,900 [E7] [NF]	By Promotion	Selection by merit	[a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL ... Officers in Deputy General Managers Grade who have entered the 13th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL ... Executives in Deputy General Managers Grade who have completed 5 yrs of regular service as DGM on 1st Jan of the year.
4.	Additional General Manager [NF] 23,750-600- 28,550(Equivalent to E9 scale)	By Promotion	Selection by merit	Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager's Grade as on January 1 st of the year.

14/7/09

5.	General Manager (Equivalent to SAG i.e. E9 Scale) 23,750-600-28,550 (Post Based Promotion)	By Promotion	Selection merit	by	[a] In respect of officers recruited at Group 'A' level and absorbed in BSNL... Officer in Joint General manager or Additional General Manager's Grade who have entered the 17th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in regular JGM/Addl GM Grade with a combined service of 5 year in JGM/Addl GM.
6.	Sr General Manager 25,000-650-30,200 i.e. E9A Scale [NF]	By Promotion	Selection merit	by	[a] In respect of officers recruited at Group 'A' level and absorbed in BSNL. Officers with three years in regular General Manager's grade and entering in the 25th years of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL. Executive in regular General Manager's grade with 8 years of regular service in the grade of GM.
7.	Chief General Manager/PGM (Equivalent to HAG) 25,000-650-30,200 (Post Based Promotion)	By Promotion	Selection merit	by	Executives in General Manager or Senior General Manager's Grade who have completed 3 years of regular service in General Manager/Senior GM's grade as on 1 st January of the year.
8.	Executive Director 25,000-650-30,200 plus Positional Allowance Rs 2,500 per month (Post Based Promotion)	By Promotion	Selection merit	by	All regular CGM / PGM level executives in HAG grade with at least two years (from the date of occurrence of vacancy) of service left for the superannuation.

Note:

1. The IDA pay scales of the executives of Group "A" level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-22300 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade with in a period of 4 to 6 years.
2. Educational qualification for executives to be promoted to the grade of DE/AGM/CAO (see serial no. 1b, column no. 5) shall be engineering degree or equivalent in Telecommunications, Electronics & Computers / IT/ Electrical for Telecom Operations & graduate or equivalent in respect for Finance of BSNLMS. However, existing incumbents holding the posts of Executives on regular basis on the date of notification of these RRs shall continue to be eligible for promotion to the grade of DE/AGM/CAO.
3. The number of management trainee to be recruited will be decided by the BSNL Management each year.
4. The posts remaining unfilled at STS level after actions as mentioned in para 3 above and Schedule IA-1 (a) above can be filled up by promoting eligible group B (SDEs and equivalent) level executives on adhoc basis, if deemed necessary by the Management.
5. After publication of this BSNLMS RR, group B executives shall be promoted /regularized on STS vacancies of their quota as per provisions of the RRs. Those who have been working as STS on adhoc basis may, after their regular promotion as STS be given adhoc promotion as JAG depending upon JAG vacancies. While making adhoc promotions to JAG for the first time after notification of this RR, relaxations in eligibility service will be considered as a one-time measure.
6. In case of non-availability of regular and eligible STS level Executives with requisite number of years of eligibility service for subsequent promotion to JAG as per para 5 above, case for relaxation in eligibility service may be considered subject to approval of Management Committee.
7. All the scale indicated above are pre-revised scale.

Schedule - IB

Method of Recruitment, Field of Promotion & Minimum qualifying service in the next lower grade for appointment of executives on promotion to Higher Grade of Civil Engineers, Electrical Engineers & Architects of BSNLMS.

S I. N o	Grade (Equivalent) IDA Pay scale in Rs	Method of Recruitment	Whether selection by Merit or Selection cum seniority or Non- selection post	Field of selection and the minimum qualifying service for promotion
1	2	3	4	5
1.	Assistant General Manager/EE/Arch (Equivalent of STS i.e. E4) 14,500 - 350 - 18,700 (Post Based Promotion)	Promotion from SDE/AE Level executives	Selection- cum- seniority	[a] From JTS grade having 4 years of regular service in the grade. [b] From regular SDE/AE or equivalent grade of concerned discipline, who are graduate (as detailed at note 2 below) from an Indian Institute / University recognized under Indian Laws in prescribed discipline, with total qualifying service of 7 years as on 1 st January of the year.
2.	Deputy General Manager/SE/SA (Equivalent to JAG i.e. E5) 16,000 - 400 - 20,800 (Post Based Promotion)	By Promotion	Selection by merit	Executives in Assistant General Manager/EE/Arch or equivalent (erstwhile STS) Grade, who have completed 4 years of regular service in the grade as on 1 st January of the year.
3.	Joint General Manager/SE/SA Now 18,500-450-23,900 [E7][NF]	By Promotion	Selection by merit	[a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL ... Officers in Deputy General Managers Grade who have entered the 13th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL ... Executives in Deputy General Managers Grade who have completed 5 yrs of regular service as DGM on 1 st Jan of the year.
4.	Additional General Manager [NF] / Additional CE/ Additional CA 23,750-600-28,550[E9]	By Promotion	Selection by merit	Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager's Grade as on January 1 st of the year.
5.	General Manager/CE/CA (Equivalent to SAG) 23,750-600-28,550 (Post Based Promotion)	By Promotion	Selection by merit	[a] In respect of officers recruited at Group A level and absorbed in BSNL ... Officers in JGM /Additional GM or equivalent grade who have entered the 17th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in JGM/Addl GM or equivalent Grade with a combined regular service of 5 year in JGM/Addl GM.
6.	Sr General Manager/Sr CE/Sr CA 25,000-650- 30,200[E9A][NF]	By Promotion	Selection by merit	[a] In respect of officers recruited at Group A level and absorbed in BSNL, Officers with three years in regular General Manager's grade and entering in the 25th years of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited.

No. 400-106/2007-Pers.I

Page - 9/14
14/07/2009

Emil/7/09

				[b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in General Manager's grade with 8 years of regular service in the grade of GM.
7.	Chief General Manager/PGM/PCE/PCA (Equivalent to HAG) 25,000-650-30,200 (Post Based Promotion)	By Promotion	Selection by merit	Executives in General Manager or Senior General Manager's Grade who have completed 3 years of regular service in General Manager/Senior GM's grade as on 1 st January of the year.

Note:

1. The IDA pay scales of the executives of Group "A" level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17,500-400-22,300 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade with in a period of 4 to 6 years.
2. Educational qualification for executives to be promoted to the grade of Assistant General Manager/EE/Arch (see serial no. 1, column no. 5) shall be degree in engineering or equivalent in respect of Civil & Electrical Disciplines whereas degree in Architecture or equivalent and valid registration as Architect with the Council of Architects for Architectural Discipline.
3. After publication of this BSNLMS RRs, eligible Absorbed Group A officers shall be promoted /regularized on the vacancies of their quota as per provisions of these RRs. Those who have been working on adhoc basis may be given next promotion, by relaxing the eligibility service condition as a one-time measure.
4. All the scale indicated above are pre-revised scale

6/24/2009

Schedule - IC

Method of Recruitment, Field of Promotion & Minimum qualifying service in the next lower grade for appointment of executives on promotion to Higher Grade of Telecom Factories of BSNLMS

S I. N o	Grade (Equivalent) IDA Pay scale in Rs	Method of Recruitment	Whether selection by Merit or Selection cum seniority or Non- selection post	Field of selection and the minimum qualifying service for promotion
1	2	3	4	5
1.	Assistant General Manager / (Equivalent of STS i.e. E4) 14,500 - 350 - 18,700 (Post Based Promotion)	Promotion from Group "B" Executives	Selection- cum- seniority	[a] From JTS grade having 4 years of regular service in the grade. [b] From regular SDE/AE or equivalent grade of concerned stream, who are engineering graduate/graduate (as detailed at note 2 below) from an Indian Institute / University recognized under Indian Laws, with total qualifying service of 7 years as on 1 st January of the year.
2.	Deputy General Manager (Equivalent to JAG i.e. E5) 16,000 - 400 - 20,800 (Post Based Promotion)	By Promotion	Selection by merit	Executives in AGM Grade, who have completed 4 years of regular service in AGM's grade as on 1 st January of the year.
3.	Joint General Manager Now 18,500-450-23,900 [E7][NF]	By Promotion	Selection by merit	[a] In respect of Officers recruited at Group 'A' level and absorbed in BSNL ... Officers in Deputy General Managers Grade who have entered the 13th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL ... Executives in Deputy General Managers Grade who have completed 5 yrs of regular service as DGM on 1st Jan of the year.
4.	Additional General Manager [NF] 23,750-600-28,550[E9]	By Promotion	Selection by merit	Executives in Joint General Managers Grade who have completed 4 years in Joint General Manager's Grade as on January 1 st of the year.
5.	General Manager (Equivalent to SAG) 23,750-600-28,550 (Post Based Promotion)	By Promotion	Selection by merit	[a] In respect of officers recruited at Group 'A' level and absorbed in BSNL ... Officer in Joint General manager or Additional General Manager's Grade who have entered the 17th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL... Executives in JGM/Addi GM Grade with a combined service of 5 year in regular JGM/Addi GM grade.
6.	Sr General Manager [NF] 25,000-650- 30,200[E9A]	By Promotion	Selection by merit	[a] In respect of officers recruited at Group A level and absorbed in BSNL, Officers with three years in regular General Manager's grade and entering in the 25th years of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited. [b] In respect of Executives recruited by BSNL/ officers promoted from Group 'B' by DoT and absorbed in BSNL. Executives in General Manager's grade with 8 years of regular service in the grade of GM.

24/7/09

7	Chief General Manager/PGM (Equivalent to HAG) 25,000-650-30,200 (Post Based Promotion)	By Promotion	Selection by merit	Executives in General Manager or Senior General Manager's Grade who have completed 3 years of regular service in General Manager/Senior GM's grade as on 1 st January of the year.
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Note:

1. The IDA pay scales of the executives of Group "A" level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-22300 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade with in a period of 4 to 6 years.
2. Educational qualification for executives to be promoted to the grade of Assistant General Manager (see serial no. 1, column no. 5) shall be degree in engineering or equivalent. However, existing incumbents holding the posts of Executives on regular basis on the date of notification of these RRs shall continue to be eligible for promotion to the grade of AGM
3. After publication of this BSNLMS RRs, eligible Absorbed Group 'A' officers shall be promoted /regularized on the vacancies of their quota as per provisions of these RRs. Those who have been working on adhoc basis may be given next promotion, by relaxing the eligibility service condition as a one-time measure.
4. All the scale indicated above are pre-revised scale

6/14/7/09

Method of Recruitment, Field of Promotion & Minimum qualifying service in the lower grade for appointment of executives on promotion to Higher Grade of all other streams of BSNLMS

These RRs will be applicable for all other absorbed / recruited executives of various services (not covered in 1A/1B/1C) above the level of Management Trainee

S l. No.	Grade (Equivalent) IDA Pay scale in Rs	Method of Recruitment	Whether selection by Merit or Selection cum seniority or Non- selection post	Field of selection and the minimum qualifying service for promotion
1	2	3	4	5
1.	Assistant General Manager (Equivalent of STS i.e. E4) 14,500 - 350 - 18,700 (Post Based Promotion)	Promotion from SDE Level equivalent Executives	Selection- cum- seniority	From regular SDE equivalent grade executives, who are graduate from an Indian Institute / University recognized under Indian Laws, with total qualifying service of 7 years as on 1 st January of the year.
2.	Deputy General Manager (Equivalent to JAG i.e. E5) 16,000 - 400 - 20,800 (Post Based Promotion)	By Promotion	Selection by merit	Executives in Managers Grade, who have completed 4 years of regular service in Manager's grade as on 1 st January of the year.
3.	Joint General Manager Now 18,500-450-23,900 [E7] [NF]	By Promotion	Selection by merit	Executives in Deputy General Manager's Grade, who have completed 5 years of regular service in Deputy General Manager's grade as on 1 st January of the year.
4.	Addl General Manager 23,750-600-28,550 i.e. E9[NF]	By Promotion	Selection by merit	Executives in Joint General Managers Grade who have completed 5 years in Joint General Manager's Grade as on January 1 st of the year.
5.	General Manager (Equivalent to SAG) 23,750-600-28,550 (Post Based Promotion)	By Promotion	Selection by merit	Executives in Joint General Manager or Additional General Manager's Grade who have completed 5 years in Joint General Manager's /Additional GM's Grade as on January 1 st of the year.
6.	Sr General Manager 25,000-650- 30,200[E9A][NF]	By Promotion	Selection by merit	Executives in General Manager's Grade who have completed 8 years in regular General Manager's Grade (Pay scale Rs 23,750-600-28,550) as on January 1 st of the year.

Note:

1. The IDA pay scales of the executives of Group "A" level, either absorbed or directly recruited by the company, belonging to IDA pay scale of 13,000-350-18,700 & 14,500-350-18,700 will be upgraded to IDA pay scale of 14,500-350-18,700, 16,000-400-20,800 & 17500-400-22300 as per attendant conditions circulated under 400-61/2004-Pers.I dated 18.01.2007. This will be in case any executive belonging to such levels does not get post based promotion corresponding to next grade with in a period of 4 to 6 years.
2. Since the executives covered under above rules either do not have any defined hierarchical promotions or defined up to a level lower than indicated in the above table or those who directly entered at higher levels, as such the post based promotions in respect of such executives will be governed by the individual post hierarchy decisions of BSNL Management from time to time, however, the time bound pay scale up-gradations from one level to another shall be as defined in above table.
3. All the scale indicated above are pre-revised scale

Schedule - II

Bench Mark, Constitution of CPC & Accepting Authority for promotions to various Grade (s) / Level (s)

S N	Grade / Level or Equivalent		Benchmark	Constitution of CPC (Corporate Promotion Committee)
1.	Assistant General Manager or equivalent 14,500 - 350 - 18,700	OC	Selection bench-mark Good, no adverse, not more than one Average	Chairman- GM Level Member- DGM Level Member- CLO (SCT) Accepting Authority- Appointing Authority
		SC/ST	Selection bench-mark Good, no adverse, not more than two Average	
2.	Deputy General Manager 16,000 - 400 - 20,800	OC	Selection bench-mark Very Good, no adverse, not more than one Good	Chairman- PGM Member-GM Level Member- GM Level Accepting Authority- Appointing Authority
		SC/ST	Selection bench-mark Very Good, no adverse, not more than two Good	
3.	Joint General Manager 17,500 - 400 - 22,300 Now 18,500-450- 23,900 [E7] [NF]	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- PGM Member-GM Level Member- GM Level Accepting Authority- Appointing Authority
4.	Addl General Manager 23,750-600- 28,550[NF]	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- PGM Member-GM Level Member- GM Level Accepting Authority- Appointing Authority
5.	General Manager 23,750-600- 28,550 (Post Based Promotion)	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- Dir (HRD) Member- Other Dir Member- Other Dir Accepting Authority- Appointing Authority
6.	Sr General Manager 25,000-650- 30,200[NF]	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- Dir (HRD) Member- Other Dir Member- Other Dir Accepting Authority- Appointing Authority
7.	Chief General Manager/PGM 25,000-650- 30,200 (Post Based Promotion)	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- Dir (HRD) Member- Other Dir Member- Other Dir Accepting Authority- Appointing Authority
8.	Executive Director 25,000- 650-30,200 plus Positional Allowance Rs 2,500 per month	OC/SC/ST	Selection bench-mark Very Good, No adverse	Chairman- Dir (HRD) Member- Other Dir Member- Other Dir Accepting Authority- Appointing Authority

Note:

- For the CPC of Sl. No. 2 to 7 above, if none of the members belong to SC/ST community, CLO (SCT) or any other executive of the rank of GM/CGM Level belonging to SC/ST community may be co-opted as additional member.
- All the scale indicated above are pre-revised scale.