

Bharat Sanchar Nigam Limited

Corporate Office
(Personnel-IV Section)



(A Government of India Enterprise)
5th flr., Bharat Sanchar Bhawan,
Janpath, NEW DELHI-110001
Website: www.bsnl.co.in

No.5-35/2008/Pers.IV

Dated: March 2, 2009

To

All Head of Telecom Circles/ Telecom Districts/
Administrative Units of BSNL.

Subject:- Forwarding of Recruitment Rules of Executive(Marketing &Sales) and
Executive (HR)-reg.

I am directed to forward herewith a copy of **Recruitment Rules of
Executive(Marketing &Sales) and Executive(HR)** for further necessary action.

Hindi version follows.

Encl: As above(4 pages)

(P.M.VERMA)

Assistant General Manager (Pers-IV)

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Copy to:

- 1.PPS to CMD, BSNL,
- 2.Director(HRD)/(Opr.)/(Plg&NS)/(Fin.)/(C&M), BSNL,
- 4.GM(Estt.)/(Pers.)/(Trg.), BSNL CO,
- 5.DGM(Estt.)/(Pers.)/(Trg.)/(DE), BSNL CO,
- 6.OL section for Hindi Version of RR's and this order,
- 7.Spare Copy/Guard File.

Deputy Manager (P-IV)



BSNL

Connecting India

भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

PUBLISHED BY HRD CELL OF BSNL

***Recruitment Rules of Executive (Marketing & Sales) and
Executive (HR)***

Issue No.1

New Delhi, Monday, March 2, 2009

1. Short title and commencement:

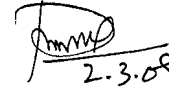
- 1.-1 With the approval of BSNL Board the following rules regulating the method of recruitment to the post of Executive(Marketing &Sales) and Executive (HR) in BSNL are hereby made, namely:
 - 1.1 These rules may be called Executive (Marketing & Sales)and Executive(HR) Recruitment Rules, 2009 (Issue:1)
 - 1.2 They shall come into force on the date of their publication by 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 (A Government of India Enterprise) having its registered office at Bharath Sanchar Bhawan, Harish Chandra Mathur Lane, Janpath, New Delhi.
- 2.4 **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 Officers of the Undertaking to whom the Board delegates any of its power.
- 2.5 **Functional Stream:** Means the discipline to which the Executive is to be recruited i.e. Marketing & Sales or HR.
3. **Appointing Authority:** Appointing Authority will be CGMT(concerned recruiting Circle)of Bharat Sanchar Nigam Limited.
4. The Executive (Marketing& Sales) and Executive(HR) will be appointed in IDA Scale of Rs. 9850- 250-14600 (pre-revised).
5. **Application:** These Rules will apply to the posts as Specified in Column(1) of the Schedule annexed to these Rules.
6. **Numbers of posts, classification and scale of pay:** The number of the said post, its classification and the scales of pay attached there to shall be as specified in columns 2,3 and 4 of the Schedule annexed to these rules.
7. **Method of recruitment, age limit, qualifications, etc.:** The method of recruitment, age limit, qualification and other matters relating to the said post shall be as specified in column 5 to 7 of the said Schedule.
8. **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.
9. **Bond and training:-**
- i) All candidates recruited 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 Executive (Marketing & Sales) or Executive (HR).

ii) All candidate selected shall have to successfully undergo training as per the training plan laid down by the Company.

10. **Service under the Territorial Army:** Executive(Marketing & Sales) and Executive(HR) who have not completed the age of forty years if so required, will be liable to serve in the Territorial Army subject to the Provision of Section 6A of the Territorial Army Act. 1948 (58 of 1948) and the rules made there under.

11. **Saving:** Nothing in these rules shall affect reservation, relaxation of age limit and other concession required to be provided for the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex- Servicemen and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.



(P.M. VERMA)

Assistant General Manager (Pers-IV)
BSNL, CORPORATE OFFICE , New Delhi

SCHEDULE

Name of Post	Number of Posts	Classification	Scale of pay	Age Limit for Direct Recruitment	Educational and other qualification required for Direct Recruits	Method of recruitment	Period of Probation	BSNL promotional committee & it's composition
Executive (HR)	75 (Subject to variation depend on workload)	Executive	IDA pay scale 9850-250-14600	Not exceeding 30 years <u>Note-1:</u> Relaxation for BSNL's employees up to 5 years in accordance with the instruction or orders issued by BSNL	AICTE approved 2 Year full time Post Graduate Degree/Diploma in Management with Specialization in HR from a recognized University/Institute.	100% Direct Recruitment	Two years	For promotion/ confirmation, the committee will consist of the following executives:- 1. General Manager in charge of HR. 2. JAG officer in charge of HR – Member. 3. Any other JAG Officer – Member.
Executive (Marketing & Sales)	400 (Subject to variation depend on workload)	Executive	IDA pay scale 9850-250-14600	<u>Note-2:</u> The crucial date for determining the age limit shall be 31 st July of concerned recruitment year.	AICTE approved 2 Year full time Post Graduate Degree/Diploma in Management with Specialization in Marketing from a recognized University/Institute.	100% Direct Recruitment	Two years	Note- Appointing authority will be CGM – Telecom. The proceeding of the DPC will also be approved by CGM-Telecom.

Note : The cadre of Executive (Marketing & Sales) and Executive (HR) will be a Circle cadre.