



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL BRANCH

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

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RECRUITMENT RULES OF MANAGEMENT TRAINEES IN
BSNL

No. 400-07/2005-Pers.I

Dated: September 13, 2007 at New Delhi

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, 2007**;
 - 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, Marketing, Human Resource (HR) and IT & Computer.
3. **Appointing Authority:** Appointing Authority will be CMD, Bharat Sanchar Nigam Limited.
4. The Management Trainee shall be appointed in IDA pay scale of Rs. 13000-350-18250.

5. **Number of posts:** Management trainees shall be recruited against 50% of equivalent STS level posts as decided for filling-up by BSNL Management for each year. Initial strength of Management Trainees shall be 300. Subsequent strength shall be based on workload to be decided by Company in future. Further, for each recruitment, the break up 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. as per enclosed schedule.
9. **Mode of Recruitment:**
- 9.1 All the candidates, whether external or internal, shall have to undergo the similar recruitment process i.e. the written exam + 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:
- | | | |
|------|---------------------|---------|
| i) | Written Examination | - 75% |
| ii) | Group Discussion | - 12.5% |
| iii) | Interview | - 12.5% |
- 9.3 Unfilled posts of quota of internal candidates, if any, shall be transferred to external quota in the subsequent recruitment.
10. The Recruitment year of the selected candidates shall be year of declaration of result.

11. **Probation - cum - Training:** All Management Trainees [External as well as Internal] will remain on probation-cum-training for a period of one year 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 inter-se-seniority of Management Trainee [External] shall be determined on the basis of total marks obtained in competitive exam as well as marks obtained in training with 50% weightage attached to each.
- 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 as Management

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

- 11.2.5 The inter-se-seniority of Management Trainee [Internal] shall be determined on the basis of total marks obtained in competitive exam as well as marks obtained in training with 50% weightage attached to each.

12. Career Progression:

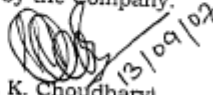
- 12.1 Appointment as Deputy Manager: On successful completion of Probation-cum-training, the officer shall be appointed as Deputy Manager.
- 12.2 To be promoted as Manager on working as Deputy Manager for two years subject to being adjudged fit for promotion.
- 12.3 Further career progression for promotion to higher grades shall be regulated by concerned recruitment rules to be notified by BSNL in future.
- 12.4 Career progression will also be subject to terms and conditions decided consequent to absorption of Group 'A' Officers in BSNL in future. However, at no stage, the absorbed Group 'A' Officers will be ranked junior to Management Trainees recruited by BSNL unless otherwise not affected due to punishment or being judged unfit for promotion.

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

- 14 Liability for transfer: Persons appointed to the Management Trainee posts shall be liable for transfer anywhere in India/ at any place falling in the operational area of BSNL.
- 15 **Disqualification:** - No person -
- 15.1 Who has entered into or contracted a marriage with a person having a spouse living
- or
- 15.2 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.


 (S. K. Choudhary)
 Joint Dy. Director General (Pers.)

SCHEDULE
MANAGEMENT TRAINEES IN BSNL

| Name of Post | 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 |
|--------------------|--|----------------|-----------------------------------|---|--|--|--|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Management Trainee | 300 * [On the day of publication] [* Subject to variation as per workload] | Executive | Rs. 13000 - 350 -18250/- (IDA) | Selection by Merit | MT (External)- 30 Years MT (Internal)- 36 Years Relaxable in case of reserved category candidates as per Government guidelines Age limit to be reckoned as on 1 st August of the year of examination | N/A | As per Annexure-A to this schedule |

SCHEDULE

MANAGEMENT TRAINEES IN BSNL

| Whether age and educational qualification prescribed for direct recruits will apply in the case of promotes | 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. |
|---|-----------------------------|---|---|---|
| 9 | 10 | 11 | 12 | 13 |
| Age limit: as prescribed under column 6 Educational Qualifications: as per Annexure-A to this schedule | One year | Management Trainee (External): Selection by Merit through open competitive examination. Management Trainee (Internal): Selection by Merit through Limited Internal competitive examination (LICE). | All regular BSNL employees possessing the prescribed eligibility conditions and working in the pay scales below that of Management Trainees shall be eligible to appear in the LICE. Maximum three attempts shall be permitted to the internal candidates. | For promotion to Manager Level: -Director [HRD] – Chairman -HAG [HRD & Finance Group] - Members CLO [SCT] – Member Accepting Authority – CMD BSNL |

Annexure-A: to the Schedule to the Recruitment Rules of MTs
Essential qualifications for Management Trainees, External & Internal

| Functional Streams | Educational Qualification | |
|--------------------|--|--|
| | External Candidates | Internal Candidates |
| Operations | Engineering / Bachelor of Technology degree or equivalent Engineering Degree in any of the following disciplines: 1. Telecommunications 2. Electronics 3. Computer/ IT PLUS MBA (preferably with specialization in Telecom related Management) or M. Tech in above disciplines | Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the following disciplines: 1. Telecommunications 2. Electronics 3. Computer/ IT PLUS MBA (preferably with specialization in Telecom related Management) or M. Tech in above disciplines, or 4 years work experience within BSNL |
| Marketing | Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the following disciplines: 1. Telecommunications 2. Electronics 3. Computer/ IT PLUS MBA with specialization in Marketing | Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the following disciplines: 1. Telecommunications 2. Electronics 3. Computer/ IT PLUS MBA (Marketing) or 4 years work experience within BSNL |
| Finance | MBA with specialization in Finance or CA/ ICWA | MBA Finance or CA/ICWA with 4 years experience in BSNL or M. Com with 4 years work experience in Finance Dept. within BSNL |
| HRM | Bachelor of Engineering/ Bachelor of Technology degree PLUS MBA with specialization in HRM | No Separate Stream of HRM for Internal Candidates. |
| IT & Computer | Bachelor of Engineering/ Bachelor of Technology degree in computer / IT PLUS MBA with specialization in Systems or M. Tech in computer /IT | Bachelor of Engineering/ Bachelor of Technology degree in Computer /IT PLUS MBA with specialization in Systems or M. Tech in above discipline or 4 years work experience within BSNL |

1. The external candidates applying for Management Trainees should possess the first class degree and should have completed his/her courses on a regular full time basis
2. The candidates should possess the prescribed qualifications or its equivalent from a recognized Indian Institute/university recognized under Indian Laws.