



Bharat Sanchar Nigam Lim

(A Government of India Enterprise)

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New Delhi-110001

Website: www.bsnl

Corporate Office
Establishment Branch

No. BSNLCO-A/16(12)/2/2022-ESTAB/1

Date

To

All Heads of Telecom Circles/Metro Districts & Other Administrative Units of
All PGMs/Sr. GMs/GMs of BSNLCO, New Delhi

Subject: Forwarding of Recruitment Rules of Junior Telecom Officer (Telecom)

In pursuance of the approval of the Board of Directors of BSNL, the Board is directed to forward herewith a set of Recruitment Rules of Junior Telecom Officer (Telecom)-2023 issued on 31.12.2022 for information and further necessary action.

Hindi version will follow.

(Vineet)

Deputy General Manager

SARKARI NAUKRI EXAMS.COM

Copy to:

1. The CMD, BSNL, New Delhi
2. All the Directors of BSNL
3. The CS&GM(Legal), BSNL CO, New Delhi
4. The DDG(Establishment)/Director(Staff)/Director(PSU), DoT
5. CGM(BW)/CGM(EW)/PGM(TF) BSNL Corporate Office
6. The GM(Personnel)/GM(Recruitment)/PGM(SR), BSNL



BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

Published by Establishment Branch of BSNL, Corporate Office,

Recruitment Rules of Junior Telecom Officer (Telecom)
No. BSNLCO-A/16(12)/2/2022-ESTAB/1 New Delhi, Decem

1. Short title and commencement:

- (i) With the approval of BSNL Board and in supersession of Rules of Junior Telecom Officer (Telecom)-2014, the following the method of recruitment to the post of Junior Telecom Officer [JTO(T)] in Bharat Sanchar Nigam Limited are hereby made.
- (ii) These rules shall be called the Junior Telecom Officer (Telecom) Rules, 2023.
- (iii) These rules shall come into force from 31.12.2022(A/N).

2. Definition: In these Rules, unless the context otherwise requires,

- (i) **Company:** means the Bharat Sanchar Nigam Limited (A Government Enterprise), hereinafter called BSNL, having its Registered Office at Sanchar Bhawan, Janpath, New Delhi.
- (ii) **Board:** means the Board of Directors of the Company and in relation to the exercise of powers any Committee of the Board/Management or other Officer of the company to whom the Board delegates powers.

3. Application: These rules shall apply to the posts as specified in the Schedule annexed to these rules.

4. Number of posts, classification and scale of pay:The number of posts, classification and the scale of pay attached thereto shall be as specified in Column 4 of the Schedule annexed.

5. Method of recruitment, age limit, qualifications etc.:The method of recruitment, age limit, qualifications and other matters relating to the said post shall be as specified in Column 5 to 12 of the Schedule annexed.

Junior Telecom Officer (Telecom) Recruitment Rules

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection post or non-selection post	Age limit for Direct Recruitment
1	2	3	4	5	6
Junior Telecom Officer (Telecom) -JTO(T)	11705	Executive	E-1 IDA pay scale of Rs. 16400-40500 [2 nd PRC pay scale w.e.f. 01.01.2007]	Selection Post	<p>Age limit for Direct Recruitment between 20 and 30 years date.</p> <p>Upper age limit as on the date of application is relaxable :-</p> <p>i) Upto 5 years for SC/ST ii) Upto 3 years for OBC iii) Upto 10 years for General (15 years for SC/ST and 13 years for OBC-Non-creamy layer) iv) For BSNL employees the age limit is relaxable up to 5 years for BSNL-SC/ST, 8 years for BSNL-OBC, 20 years for BSNL-General v) Ex-Servicemen will be eligible for age relaxation as per the Rules.</p> <p>Note:-The crucial date for relaxation of the age limit shall be the date of receipt of application of candidates*</p>

Junior Telecom Officer (Telecom) Recruitment Rules

Educational and other qualification required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion (LICE)-percentage of vacancies to be filled by various methods	Eligibility criteria for appearing in Limited Internal Competitive Examination (LICE)
7	8	9	10	11
<p>Bachelor of Engineering Degree or equivalent from a Central Govt./State Govt. recognized Institution/University in any of the following disciplines:</p> <ol style="list-style-type: none"> 1)Telecommunications 2) Electronics 3) Radio 4)Computer 5) Electrical 6)Information Technology(IT) 7)Instrumentation <p>Or</p> <p>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</p>	<p>Not applicable</p>	<p>Two years for Direct Recruits</p>	<p>a) 50% by Direct Recruitment.</p> <p>b) 50% by promotion through Limited Internal Competitive Examination (LICE)</p>	<p>50% internal candidates referred to in item (b) in Column 10 will be regulated as follows:</p> <p>a) Employees in the pay band of NE9-Rs.13600-25420 above with combined years of residency period the pay scale of Rs.13600-25420 or above and below the age of 30 years as on 1st January of the year in which the recruitment is initially notified to be provided they possess the following essential qualification recognized by Central/State govt.</p> <p>(i).Qualification as mentioned in Column '7' for direct recruits</p> <p style="text-align: center;">Or</p> <p>(ii) 3 year diploma in any of the disciplines indicated in Column '7'</p> <p style="text-align: center;">Or</p>

JTO (Telecom) Recruitment Rules-2023

Note:

1. JTO will be Circle Cadre and the unit of recruitment will be Recruiting Circle. CGM of the respective recruiting Circle shall be the Authority. The proceedings of the Corporate Promotion Cell shall be prescribed in Column 12 of the schedule will be approved by the Management Board.
2. The Direct Recruitment to the post of JTO will be done through examination or through Graduate Aptitude Test in Engineering disciplines mentioned under column '7' of Schedule of Recruitment or through any other method as approved by the Management Board from time to time. Scheme and Syllabus of Direct Recruitment LICE shall be issued separately.
3. The candidates possessing higher qualifications viz. M.Tech in Engineering disciplines as provided in column '7' of the schedule for direct recruitment shall also be eligible to appear in the direct recruitment (DR) examination.
4. The seniority on appointment of candidates in the cadre shall be determined on the basis of 60% weightage of marks obtained in examination i.e. Direct recruitment Examination or LICE and 40% marks obtained in pre-appointment Phase-I training. If the marks obtained in DR/LICE and Training are same for two candidates, then seniority shall be decided on the basis of marks obtained in DR/LICE. Further, if marks obtained by two or more candidates in DR/LICE, the seniority shall be determined on the basis of date of birth i.e. older or younger one.
5. **The inter-se seniority of an Executive appointed shall be as under:**
 - (i) *Inter-se-seniority* between Limited Internal Competitive quota and Direct Recruit (DR) quota who are promoted/ appointed to vacancies of the respective quota, would be reckoned with the calendar year in which they join, i.e. year in which they are appointed irrespective of the vacancy year or the type of vacancy. However, if a candidate selected by the selection panel (review panel) after issue of promotion order joins in the same calendar year due to administrative reasons but has not yet joined, then seniority will also be considered to have the same calendar year only for the purpose of seniority.
 - (ii) Promotees (LICE) or DR Quota appointees who join in a particular year will be placed en-bloc senior to promotees (LICE) or DR Quota appointees who join in a subsequent year.

Provided that the Appointing Authority may, if satisfied that it is permissible under the personal law applicable to such person and that the marriage and that there are other grounds for so doing, exempt the operation of this rule.

7. **Bond & Pre-appointment training:** All candidates recruited against Direct Recruitment shall execute a Bond in the format as specified by BSNL to serve in BSNL for a period of **five years** from the date of their appointment as Telecom Officer or for a period as specified by BSNL for the post from time to time.

The selected candidates both against the Direct Recruitment quota and internal promotional (LICE) quota of vacancies shall have to undergo pre-appointment training for such period as may be specified from time to time by BSNL. If a candidate does not qualify the pre-appointment training in 1st attempt, he/she will be given one more chance to qualify the pre-appointment training examination. If a candidate fails in fresh training, failing which he/she will not be appointed as JTO and will appear afresh in the subsequent LICE/Direct Recruitment Examination. During the period of training, the Direct Recruit JTO will be entitled to salary (including allowance) as decided by BSNL from time to time.

8. **Power to relax:** Where BSNL Board is of the opinion that it is necessary to do, it may, by order and for reasons to be recorded in writing, relax the provision of these rules with respect to any class or category of person.

9. **Saving:** Nothing in these rules shall affect reservations, relaxation of a concession required to be provided for the Scheduled Castes, Scheduled Tribes, Backward Classes, Ex-Servicemen and other special category of persons as provided with the orders issued by the Central Government from time to time in this behalf.

10. **Initial Constitution:** All executives holding the post of Junior Telecom Officer on regular basis before the date of commencement of these rules shall be deemed to have been appointed under these rules on regular basis as Junior Telecom Officer.

11. **Liability to serve anywhere in India:** In case of emergencies/exigencies, a candidate appointed to the JTO post shall be liable for transfer anywhere in India or to any place falling in the operation area of BSNL in the interest of service.

12. **Interpretation:** Where any doubt arises as to the interpretation of any of these rules, or the regulations made there under, the matter shall be referred to BSNL Board whose decision shall be final.

subsequent years will not have any claims for allotment of vacancies in vacancy years in which BSNL does not resort to direct recruitment

7. Non-Executives (Industrial and Non-Industrial) of Telecom Factory selection as JTO(T) after qualifying LICE shall have to give an undertaking in effect that they will henceforth be governed by prevailing Conduct and Appeal(CDA) Rules of BSNL and not by Certified Standing Order (CSO) in Telecom Factories. Violation of the same shall tantamount to cancellation of candidature as JTO (Telecom).
8. For any LICE to be conducted for promotion in JTO (T) grade, in case the number of eligible candidates in feeder grade (required residency period) is less than the number of vacancies for a particular examination, then the Management Committee is empowered to consider for relaxation in the residency period in the cadre so as to ensure proper competition in the LICE-quota.
9. The employees belonging to streams other than Telecom stream (Telecom Factory, Civil, electrical etc.) shall be eligible to appear in LICE in the Circle where they are presently working.



(Vinod)

Deputy General Manager

