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बीएसएनएल निगम कार्या./BSNL Corporate Office  
चौथा तल, भारत संचार भवन  
4<sup>th</sup> Floor, Bharat Sanchar Bhawan,  
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भारत संचार निगम लिमिटेड  
(भारत सरकार का उद्यम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

No. BSNLCO-PERS/15(17)/4/2022-PERS1(CSS/CSSS/Others) Dated: **31-DEC-2022**

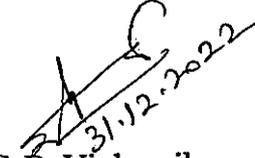
To

**All Heads Circles (Territorial/Non Territorial)  
Bharat Sanchar Nigam Limited.**

**Subject: Recruitment Rules of BSNL Management Services- CSS/CSSS & Others Stream (MSRRs- CSS/CSSS/Others)-2023.**

In pursuance of approval of BSNL Board of Directors, the undersigned is directed to forward herewith "Recruitment Rules of BSNL Management Services-CSS/CSSS/Others Stream (MSRRs-CSS/CSSS/Others)-2023" for information and necessary action. Hindi version will follow.

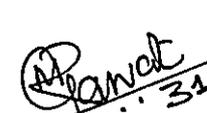
This is issued with the approval of competent authority.

  
[G.P. Vishnoi]

Dy. General Manager(Pers.SM)

Copy to:

1. PPS to CMD, BSNL
2. PPS to functional Directors of BSNL.
3. PS to CVO, BSNL.
4. PGM(Pers)/PGM(Estt)/PGM(SR)/PGM(PF)/CS&GM(Legal), BSNL CO
5. All CGMs/PGMs/Sr.GMs/GMs, BSNL Corporate Office.
6. Director (PSU), DOT.
7. GM(Recruitment/Training), GM& CLO(SCT), BSNL CO
8. General Secretary, AIGETOA/SNEA/SEWA.
9. OL Section for Hindi version.
10. BSNL Intranet portal.

  
[Mool Chand]

Assistant General Manager (Pers. Policy)



**BHARAT SANCHAR NIGAM LIMITED**

[A Govt. of India Enterprise]

**CORPORATE OFFICE**

[PERSONNEL BRANCH]

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

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**PUBLISHED BY PERSONNEL BRANCH, BSNL CORPORATE OFFICE**

**RECRUITMENT RULES OF BSNL MANAGEMENT SERVICES-CSS/CSSS and OTHERS STREAM (MSRRs-CSS/CSSS & Others)-2023 in BSNL**

No. BSNLCO-PERS/15(17)/4/2022-PERS1(CSS/CSSS/Others) New Delhi Dated:31-DEC-2022

**1. SHORT TITLE AND COMMENCEMENT:** With the approval of BSNL Board, and in 'supersession's of the BSNL Management Services Recruitment Rules, 2009 and subsequent amendments/modifications, the following rules relating to recruitment of Executives in Corporate Secretariat Services (CSS)/Corporate Secretariat Stenographers Services (CSSS) & others Stream of BSNL Management Services are hereby made:

1.1 These rules may be called the '**BSNL Management Services-Corporate Secretariat Services (CSS)/Corporate Secretariat Stenographers Services (CSSS) & Others Stream-Recruitment Rules' 2023** (herein after to be referred as MSRRs-CSS/CSSS & Others-2023 in short).

1.2 These rules shall come into force with effect from 31-12-2022 (A/N).

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 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 other Officer of the company to whom the Board delegates any of its powers.

**2.2 Company:** Means Bharat Sanchar Nigam Limited (BSNL, a Government of India Enterprise) hereinafter called in BSNL, having its registered office at New Delhi.

**2.3 Corporate Promotion Committee (CPC)-** A duly formed Committee to assess the suitability of the candidate for promotion in an objective and impartial manner.

**2.4 Department:** Means Department of Telecom.

**2.5 Functional Stream:** Means the discipline to which the executive has been recruited, viz, Telecom, Finance, Civil, Electrical, Architecture, Telecom Factories, CSS, CSSS and Other Streams.

**2.6 Government:** Means Government of India.

**2.7 Mode of Recruitment:** The mode of recruitment shall be either by examination or interview or examination & interview or Campus Selection or any other method approved by BSNL Board from time to time.

**2.8 Mode of promotion:** Modes of promotion shall be Selection:

The selection process will be as per rules notified by Managements as per needs of the Company or as per DOP&T rules in case no specific set of rules is notified by Management.

**2.9 Service:** Means Service rendered in the grade in the substantive capacity.

**2.10 Year of Examination:** In respect of absorbed Group "A" officers will have same meaning as prescribed by DOP&T.

**3. Appointing Authority:** Appointing Authority will be BSNL Board, which means the Board of Directors of the Company and includes in relation to the exercise of power by any Committee of the Board or any Officer of the company to whom the Board delegates any of its powers.

**4. BSNL Management Services (BSNLMS):** All the services (say various existing cadres) comprising of Telecom Operations, Finance, Civil, Electrical, Architecture, Telecom Factories, CSS, CSSS and Other Streams shall be known as "BSNL Management Services".

**5. Authorized strength of the CSS/CSSS & Others Stream of BSNL Management Services (BSNLMS):** The existing authorized strength of Corporate Secretariat Services (CSS)/Corporate Secretariat Stenographers Services (CSSS) & others Stream of the BSNL Management service which is subject to change as per work load/review by Manpower Plan, are given below:

Sl. No.	Grade/Level	Pre-Revised IDA Pay Scale in Rs.	BSNLMS CSS Stream (Posts)	BSNLMS CSSS Stream (Posts)	BSNLMS Others-PPS Field Unit Stream (Posts)
I	Senior General Manager (NF)	62,000-80,000 [E9]	00	00	00
II	General Manager (PB)	62,000-80,000 [E9]			
III	Additional General Manager [NF]	62,000-80,000 [E9]	06	03	00
IV	Joint General Manager [NF]	43,200-66,000 [E7]			
V	Deputy General Manager /Sr. PPS (PB)	32,900-58,000 [E5]			
VI	AGM/PPS (PB)	29,100-54,500 [E4]	14	03	37



## **6. Initial constitution:**

All the executives regularly appointed to various grades of Corporate Secretariat Services (CSS)/Corporate Secretariat Stenographers Services (CSSS) & others Stream of BSNL Management Services before commencement of these rules, whether recruited by the Government and absorbed in BSNL or appointed on regular basis by BSNL shall be deemed to have been appointed to their respective grades in BSNL.

## **7. Field of Selection/Minimum qualifying service for promotion:**

Method of Recruitment, Field of Promotion and Minimum qualifying service in the lower grade for appointment of executives on promotion to Higher Grade for various constituents of the CSS/CSSS & Others Stream of BSNL Management Services shall be as per Schedule-I.

## **8. Seniority/Inter-se-Seniority:**

- a) Seniority/Inter-se-seniority of an executive promoted under MSRRs-CSS/CSSS & Others-2023 would be reckoned with reference to the calendar year in which they join, i.e. year in which they are borne in the cadre, irrespective of the vacancy year. However, If senior in the selection panel (review panel) after issue of promotion orders could not join in the same calendar year due to administrative reasons but his immediate junior has joined then senior will also be considered to have joined in the same calendar year only for the purpose of seniority.
- b) Promotees who join in a particular calendar year will be placed en-bloc senior to promotees who join in subsequent calendar year/years.
- c) The inter-se-seniority of the executives promoted against the same vacancy year and actually joins in the next year or any year subsequent to the vacancy year, the seniority of such persons would be determined with reference to the year of their actual joining to the post. Thus, they would get seniority of the year in which they actual join and they shall not get seniority of any earlier year viz. year of vacancy/panel or year in which promotion process, etc. is initiated.
- d) If in one calendar year, the promotions are being carried out for more than one vacancy years, the inter-se seniority for executives joining in same calendar year will be as per the vacancy year/select panel wise.

**9. Reservation:** Since as per Government of India Guidelines, the post based reservations in recruitment as well as promotions are to be provided up to lowest rung of Group "A", which is JTS level in Government of India and since JTS level is not a substantive level in BSNL, the reservation in promotion shall be provided up to AGM level [equivalent to STS].

**10. Zone of consideration:** The Zone of Consideration for post-based promotions in cadre-based services will be as per DoP&T guidelines or as decided by BSNL Board.

**11. Benchmark, Constitution of CPC etc.:** Benchmark, Constitution of CPC & Accepting Authority for promotions to various Grade(s)/Level(s) shall be as per Schedule-IIA&IIB.

**12. Sealed cover procedure:** As per DOP&T instruction or as decided by BSNL Board will be followed by Corporate Promotion Committee (CPC).

**13. Consideration of promotion of seniors with less qualifying service:** In case where juniors who have completed their qualifying/eligibility service are being considered for promotions, their seniors (only in case of promotion against seniority quota) would also be considered provided they are not short of the requisite qualifying/eligibility service by more than one year on the date of reckoning for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.

**14. Fitment Method:**

14.1 On being found fit for IDA pay scale up gradation, fixation as per FR-22 1(a)(i) or as per the company equivalent rules in force from time to time, shall be allowed.

14.2 Consequent to grant of any post based promotion, the executive's pay will be fixed as per FR-22 1(a)(i) or as per the company equivalent rules in force from time to time, only in cases, where such post carries higher scale from the current scale of the executive being promoted. In cases where the executive's current pay scale is higher or same as that of the promoted post, such post based promotions will be treated as placements with grant of substantive status of the post.

14.3 No increment shall be allowed on post based promotion from GM/Sr.GM to PGM posts.

14.4 Any individual benefit extended to All Group "A" absorbed officers in accordance with the terms and conditions of absorption, such benefits shall be treated as personal to them and no claim what-so-ever can be made by comparison on grounds of Seniority, Class, Community, Cadre, Stream etc. Further, except as provided in instant guidelines, no claim will lie on account of any of the other provisions of FRSR in the context of pay scales, pay fixation, substantive status etc.

**15. Liability for transfer:** Persons appointed to the "CSS/CSSS Stream of BSNL Management Service" posts shall be liable to serve in BSNL Corporate Office, New Delhi. Whereas, persons appointed to the PPS(Field Units) post shall be liable for transfer anywhere in India/ at any place falling in the operational area of BSNL, but the persons appointed as PPS(Field Units) earlier as per provisions of previous RRs shall remain Circle cadre employee and they shall be liable to serve in concerned Circle. However, in case of emergencies/exigencies, the persons appointed to these posts shall be liable for transfer anywhere in India or at any place falling in the operational area of BSNL.

**16. Disqualification:** No person –

**16.1** Who has entered into or contracted a marriage with a person having a spouse living,

Or

**16.2** Who, having a spouse living, has entered into or contracted marriage with any person,

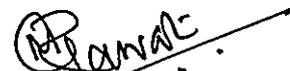
shall be eligible for appointment.

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 there are other grounds for so doing, exempt any person from the operation of this rule.

**17. 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, PwBD, 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.

**18. 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.

**19. 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.



**[Meol Chand]**

Assistant General Manager(Pers. Policy)

## CSS/CSSS &amp; Others STREAM

Method of Recruitment, promotion to higher grade of Corporate Secretariat Services (CSS)/Corporate Secretariat Stenographers Services (CSSS) & others Stream of BSNL Management Services				
S. No	Grade/ IDA Pay scale in Rs.	Method of Recruitment and percentage of vacancies to be filled by various methods	Whether Selection or Non-Selection Post	Field of selection and minimum qualifying service for promotion
1	2	3	4	5
1	AGM/PPS i.e. E-4 Rs.29100-54500 No. of Posts-As per Clause 5 (Post Based)	Promotion by Selection	Selection	Promotion of regular DMs/PSs of CSS/CSSS & Others Stream who are graduate from an Indian Institute/University established by/under act of the Central/State Govt. in India or other educational Institutes established by an act of Parliament or declared to be deemed University under Section 3 of UGC Act, 1956, with 7 years of regular service as on 1st January of the vacancy year.
2	Deputy General Manager/Sr.PPS E-5 Rs. 32900-58000/- No. of Posts- As per Clause 5 (Post Based)	Promotion by Selection	Selection	Promotion of regular AGM/PPS with 4 years of regular service in AGM/PPS grade as on 1st January of the Vacancy Year.
3	Joint General Manager [E7] [NF] Rs.43200-66000/-	Placement on the basis of seniority subject to suitability	Selection	Executives with 5 years of regular service in DGM/Sr.PPS grade as on 1st January of the year.
4	Additional General Manager [E-9] [NF] Rs.62000-80000/-	Placement on the basis of seniority subject to suitability	Selection	A regular DGM/Sr.PPS with 4 years of service in Joint General Manager's Grade as on 1st January of the year.
5	General Manager [E9] Rs.62000-80000/- No. of Posts - As per Clause 5 (Post Based)	Promotion by Selection	Selection	Executives in Additional GM Grade with 5 years of combined service in Jt. GM & Addl. GM Grade as on 1st January of the vacancy year.
6	Sr. General Manager [E9] [NF] Rs.62000-80000/-	Placement on the basis of seniority subject to suitability	Selection	Executives with 6 years of regular service in GM grade as on 1st January of the year.

**Note:**

1) Educational qualification for executives to be promoted to the grade of AGM/PPS shall be graduation degree or equivalent. However, existing incumbents holding the posts of Executives on regular basis on the date of notification of previous MSRRs dated 14-07-2009 shall continue to be eligible for promotion to the grade of AGM/PPS irrespective of their educational qualifications.

2) For Promotion to Non functional grades of Jt. General Manager, Additional General Manager and Senior General Manager Grade, eligibility shall be seen only on 1<sup>st</sup> January of the year and officers not completing requisite service condition as on 1<sup>st</sup> January of that particular year shall be considered on 1<sup>st</sup> January of the next year only for grant of respective NF grade.

3) The IDA pay scales of the executives of Group 'A' level, either absorbed or directly recruited by the Company belonging to IDA pay scales of Rs.13000-350-18700 & Rs.14500-350-18700(Pre-revised) will be upgraded to IDA pay scale of Rs.14500-350-18700, 16000-400-20800 & 17500- 400-22300 (pre-revised) as per attendant conditions circulated under 400-61/2004-Pers.1 dated 18.01.2007. This will be in case any executive belonging to such scales does not get post based promotion corresponding to next grade within a period of 4 to 6 years.

A handwritten signature in black ink, appearing to read 'R. Rawal', is written over a horizontal line. The signature is slanted upwards to the right.

**Schedule-II A**

**Benchmark, Constitution of CPC & Accepting Authority for promotions to various Grade(s)/Level(s)- [Up to VY 2025 till 31.12.2025]**

Sl. No.	Grade/Level or Equivalent	Category	Benchmark	Constitution of CPC (Corporate Promotion Committee)
1	Assistant General Manager or equivalent Rs. 29,100-54,500/- [E4][PB]	OC	Selection benchmark – Good, no adverse, not more than one Average	Chairman – GM level Member- DGM Level Member – CLO(SCT) Accepting authority – Appointing authority
		SC/ST	Selection benchmark – Good, no adverse, not more than two Average	
2	Deputy General Manager Rs. 32,900-58,000/- [E5][PB]	OC	Selection benchmark – Very Good, no adverse, not more than one Good	Chairman – PGM Member- GM Level Member – GM Level Accepting authority – Appointing authority
		SC/ST	Selection benchmark – Very Good, no adverse, not more than two Good	
3	Joint General Manager Rs. 43,200-66,000/- [E7][NF]	OC SC/ ST	Selection benchmark – Very Good, No adverse,	Chairman – PGM Member- GM Level Member – GM Level Accepting authority – Appointing authority
4	Addl. General Manager Rs. 62,000-80,000/- [E9][NF]	OC SC/ ST	Selection benchmark – Very Good, No adverse	Chairman – PGM Member- GM Level Member – GM Level Accepting authority – Appointing authority
5	General Manager Rs. 62,000-80,000/- [E9][PB]	OC SC/ ST	Selection benchmark – Very Good, No adverse	Chairman – Dir(HR) Member- Other Dir. Member – Other Dir. Accepting authority – Appointing authority
6	Sr. General Manager Rs. 62,000-80,000/- [E9][NF]	OC SC/ ST	Selection benchmark – Very Good, No adverse	Chairman – Dir(HR) 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.*

*Ranveer*

## Schedule-II B

Benchmark, Constitution of CPC & Accepting Authority for promotions to various  
Grade(s)/Level(s)- [W.e.f. 01.01.2026 for VY 2026 onwards]

Sl. No.	Grade/Level or Equivalent	Category	Benchmark	Constitution of CPC (Corporate Promotion Committee)
1	Assistant General Manager or equivalent Rs. 29,100-54,500/- [E4][PB]	OC	Selection benchmark – Very Good, no adverse, not more than one Good	Chairman – GM level Member- DGM Level Member – CLO(SCT)
		SC/ ST	Selection benchmark – Very Good, no adverse, not more than two Good	Accepting authority – Appointing authority
2	Deputy General Manager Rs. 32,900-58,000/- [E5][PB]	OC SC/ ST	Selection benchmark – Very Good, no adverse	Chairman – PGM Member- GM Level Member – GM Level Accepting authority – Appointing authority
3	Joint General Manager Rs. 43,200-66,000/- [E7][NF]	OC SC/ ST	Selection benchmark – Very Good, No adverse	Chairman – PGM Member- GM Level Member – GM Level Accepting authority – Appointing authority
4	Addl. General Manager Rs. 62,000-80,000/- [E9][NF]	OC SC/ ST	Selection benchmark – Very Good, No adverse	Chairman – PGM Member- GM Level Member – GM Level Accepting authority – Appointing authority
5	General Manager Rs. 62,000-80,000/- [E9][PB]	OC SC/ ST	Selection benchmark – Very Good, No adverse	Chairman – Dir(HR) Member- Other Dir. Member – Other Dir. Accepting authority – Appointing authority
6	Sr. General Manager Rs. 62,000-80,000/- [E9][NF]	OC SC/ ST	Selection benchmark – Very Good, No adverse	Chairman – Dir(HR) 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.*



**[Meol Chand]**

Assistant General Manager(Pers. Policy)