

कार्मिक शाखा/Personnel Branch  
बीएसएनएल निगम कार्या./BSNL Corporate Office  
चौथा तल, भारत संचार भवन  
4<sup>th</sup> Floor, Bharat Sanchar Bhawan,  
जनपथ, नई दिल्ली-10001/Janpath, New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उद्यम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

No. BSNLCO-PERS/15(17)/2/2023-PERS1

Dated: 26.02.2024

To

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

Subject: **Recruitment Rules of Senior Executive Trainee (Direct Recruitment) - 2024**– notification thereof.

In pursuance of approval of BSNL Board of Directors, the undersigned is directed to forward herewith "Senior Executive Trainee (Direct Recruitment) Recruitment Rules-2024" for information and necessary action. Hindi version will follow.

This is issued with the approval of competent authority.

Encl.: As above.

(जी.पी. विश्नोई/ G.P. Vishnoi)

उप महाप्रबंधक (कार्मिक-डीपीसी-एसएम)  
Dy. General Manager (Pers-DPC-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, SNEA/AIGETOA/SEWA.
9. OL Section for Hindi version.
10. BSNL Intranet portal.

(मूल चंद/ Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)  
Assistant General Manager (Pers. Policy)



## BHARAT SANCHAR NIGAM LIMITED

[A Govt. of India Enterprise]

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

### **RECRUITMENT RULES OF SENIOR EXECUTIVE TRAINEE (Direct Recruitment)-2024 in BSNL**

**No. BSNLCO-PERS/15(17)/2/2023-PERS1**

**Dated: 26.02.2024**

#### **1. Short Title and commencement:**

With the approval of BSNL Board and in supersession of the BSNL Management Trainees Recruitment Rules-2013 and subsequent amendments/modifications thereof, the following rules regulating the method of recruitment to the post of Senior Executive Trainee-Direct Recruitment [SET(DR)]-2024 in Bharat Sanchar Nigam Limited (BSNL) are hereby made:

- (i) These rules may be called as **Senior Executive Trainee (Direct Recruitment) Recruitment Rules-2024**.
- (ii) These rules shall come into force from the date of notification.
- (iii) Powers for relaxation/modification/amendment to these rules will vest with the BSNL Board.

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

- (i) **Company:** Means Bharat Sanchar Nigam Limited (A Government of India Enterprise) hereinafter called BSNL, having its Registered Office at Bharat Sanchar Bhawan, Janpath, New Delhi.
- (ii) **Board:** Means the Board of Directors of the Company and includes in relation to the exercise of powers by any Committee of the Board/Management or any other Officer of the Undertaking to whom the Board delegates its powers.
- (iii) **Functional Stream:** Means the discipline to which the Executive has to be recruited, viz. Telecom Operations, Finance, Civil and Electrical.

#### **3. Application: These Rules shall apply to the post as specified in Column (1) of the Schedule annexed to these Rules.**

4. **Appointing Authority:** Appointing Authority will be Director (HR), BSNL Board, Bharat Sanchar Nigam Limited.

5. **Number of posts, Classification and Scale of pay:** Senior Executive Trainee (DR) shall be recruited in IDA pay scale of Rs. 24,900-50,500/- (E-3) against AGM(External Quota) posts. The requirement of SET(DR) shall be worked out before each recruitment process based on the actual need of the company. Further, for every recruitment process, the breakup of various Functional Streams shall be decided by the Company from time to time. Maximum number of posts of Senior Executive Trainee (DR) to be used for recruitment at E-3 level and for promotion to the AGM Grade in E-4 pay scale in each Functional Stream, as given in the Recruitment Rules of BSNL Management Services-2023 of the respective Stream are as under:

Stream	Telecom operations	Finance	Civil	Electrical
No. of Posts	450	84	13	11

6. **Method of Recruitment, age limit, qualifications, probation etc.:** The method of recruitment, age limit, qualification and other matters relating to the said post shall be as specified in Column 5 to 13 of the Schedule annexed.

7. **Bond, Training and Probation:** All candidates recruited for the post of Senior Executive Trainee (DR) 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 Senior Executive Trainee or for a period as specified by BSNL for the post, from time to time. The Bond amount will be of Rs. 8 lakhs for calendar year(s) 2024 and 2025 and for the calendar year(s) 2026 and 2027, the same will be of Rs. 9 lakhs. Thereafter, this limit shall be reviewed.

All Senior Executive Trainee (DR) will remain on probation for two years running concurrently with training schedule of 52 weeks [One Year] including examinations during training as per details given below:

7.1 Common Managerial Training – Total 13 Weeks

7.2 Training related to functional Stream – 13 Weeks

7.3 On Job Training – 26 weeks

7.4 If the candidate fails to successfully complete the training including the examination during training, then his/her probation shall be extended by 6 months, followed by Examination. He/ She will be placed below in seniority than the candidates who have already cleared the exam.

7.5 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.

**8. Career Progression:**

After successful completion of probation, SET(DR) shall be designated as Senior Executive (DR) in E-3 pay scale. On working as Senior Executive(DR) for further one year i.e. minimum 3 years of service from their date of appointment as SET(DR), shall be considered for promotion as Assistant General Manager (E-4 Pay scale) of the respective Stream (against the post of AGM as given in clause 5 above) as per provisions of Recruitment Rules of BSNL Management Services-2023 of the respective Stream.

Further career progression for promotion to higher grades shall be regulated by BSNL MSRRs-2023 of the respective Stream.

**9. Seniority:** Seniority of candidates selected and appointed as Senior Executive Trainee(DR) of respective Stream will be as per final merit list to be prepared on the basis of marks obtained in the prescribed selection process. Further, on their promotion to AGM grade, their inter-se-seniority in the AGM grade and higher grades shall be regulated in accordance with the provisions of Recruitment Rules of BSNL Management Services-2023 of the respective Stream.

**10. 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.

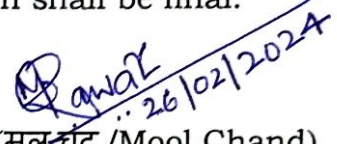
Provided that the Appointing Authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

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

**12. Liability to serve anywhere in India:-** Persons appointed to the Senior Executive Trainee(DR) post shall be liable for transfer anywhere in India/ at any place falling in the operational area of BSNL.

**13. 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.

**14. 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.

 26/02/2024

(मूलचंद /Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)

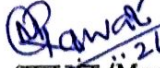
Assistant General Manager (Pers. Policy)

**SCHEDULE****RECRUITMENT RULES OF SENIOR EXECUTIVE TRAINEE (DR)-2024**

<b>Name of Post</b>	<b>Number of Posts</b>	<b>Classification</b>	<b>Scale of Pay</b>	<b>Whether selection post or non-selection post</b>	<b>Age limit for Direct Recruits</b>	<b>Whether benefits of added years of service admissible</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Senior Executive Trainee (DR)</b>	As per Clause-5 of these RRs	Executive	IDA pay scale of Rs. 24,900-50,500/-(E-3)	Selection Post	Minimum 21 years and Maximum 30 years as on crucial date.  Relaxation in age limit in respect of SC/ST/OBC/PwBD etc. candidates as per applicable GOI guidelines.  Note:-The crucial date for determining the age limit shall be the "closing date of receipt of application from candidates".	Not Applicable

**RECRUITMENT RULES OF SENIOR EXECUTIVE TRAINEE (DR)-2024**

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 or by deputation/transfer or by absorption and percentage of vacancies to be filled by various methods	In case of recruitment by promotion/deputation/transfer, grade from which promotion/deputation/transfer to be made	Composition of Confirmation Committee for probation clearance
8	9	10	11	12	13
As per Annexure-A to this Schedule.	Not applicable	Two years	<p><b>By Direct Recruitment</b></p> <p>Selection by Merit through competitive Examination based on scores from assessment process comprising technical sections &amp; Aptitude test carrying 80% and 20% weightage respectively.</p> <p>Syllabus and Rules for conduct of Direct Recruitment shall be such as the Management Committee of Board may prescribe from time to time.</p>	Not applicable	<p>Committee will consist of the following Officers:-</p> <ol style="list-style-type: none"><li>1.PGM/Sr.GM/GM working in HR - Chairperson</li><li>2. Addl.GM/Jt. GM/DGM dealing with HR of concerned Discipline — Member</li><li>3. CLO(SCT) -- Member</li></ol> <p><u>Note:</u></p> <p>(a) The Appointing Authority will be Director (HR), BSNL Board.</p> <p>(b) Clearance from Head of the BSNL Training Center for SET(DR) Training should be obtained before confirmation is decided.</p>

  
(मूलचंद / Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)  
Assistant General Manager (Pers. Policy)

## Recruitment Rules of Senior Executive Trainee [DR]-2024

Functional Streams	Educational Qualification
Telecom Operations	Bachelor of Engineering/ Bachelor of Technology degree or equivalent engineering Degree with minimum 60% marks on a regular full time basis in any of the following discipline: <ol style="list-style-type: none"> <li>1. Electronics &amp; Telecommunication</li> <li>2. Electronics</li> <li>3. Computer Science</li> <li>4. Information Technology</li> <li>5. Electrical</li> <li>6. Instrumentation</li> </ol> or combination of these discipline as core with other associated emerging branches.
Finance	Chartered Accountant(CA)/ Cost & Management Accountancy (CMA)
Civil	Bachelor of Engineering / Bachelor of Technology or equivalent engineering degree with minimum 60% marks on a regular full time basis in the following discipline: Civil Engineering or combination of Civil Engineering as core with other associated emerging branches.
Electrical	Bachelor of Engineering / Bachelor of Technology or equivalent engineering degree with minimum 60% marks on a regular full time basis in the following discipline: Electrical Engineering or combination of Electrical Engineering as core with other associated emerging branches.
The candidates applying for SET (DR) should be Indian National and should possess the requisite educational qualification from an Indian Institute/University established by/under Act of the Central/State Government in India or other educational institute established by an Act of Parliament or declared to be deemed University under Section 3 of UGC Act, 1956 and should have completed the course as on the closing date of receipt of application.	

*M. Rawal*  
26/02/2024

(मूल चंद / Mool Chand)

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