



BHARAT SANCHAR NIGAM LTD.

(A Government of India Enterprise)
7th Floor, Bharat Sanchar Bhawan,
H.C Mathur Lane, Janpath,
New Delhi – 110001.

No. 4-23/2016-SEA
Dated: 23.03.2017.

Subject: Framing of New JAO Recruitment Rules 2016 - reg.

Keeping in view the requirement of the company, JAO Recruitment Rule was notified by BSNL in 2001. Thereafter as per the requirement of the company at different times and the request of representative Unions/Associations, the JAO Recruitment Rule has been amended several times and at present JAO Recruitment Rules is supplemented with several amendments. Still there are many issues/demands coming for modification of JAO Recruitment Rules.

Since it is becoming increasingly difficult to link all the amendments from time to time in the Recruitment Rules, it is proposed to frame new Recruitment Rule commensurate with present need of BSNL for which a high level committee was constituted. The committee has submitted its report based on which draft Recruitment Rules has been framed annexed as Annexure-A.

In the proposed Recruitment Rules most of the demands of Staff Unions on the Recruitment Rules like increasing the age limit from 53 years to 55 years, modifying the cut-off date for eligibility conditions from 1st January of year to 1st July of year, including LDC (TA) in the quota prescribed for Senior Accountant/Junior Accountant has been incorporated. As regards to allowing screening test qualified candidates to appear in the JAO LICE, it has been decided to de-link it from JAO RR recommendation and process it separately.

The comments of all the Staff Unions/Associations are solicited before seeking approval of Management Committee on the proposal to introduce new JAO Recruitment Rules which is recommended by a High Power Committee and duly approved by the Competent Authority. The comments, if any, may be provided latest by 30.03.2017, failing which it will be assumed that Union(s) /Association(s) does not have any comments to offer on the subject.

(Sunil Rajput)

Deputy General Manager (SEA)

Encl : As above:

To

1. General Secretary, All Staff Unions of BSNL.
2. General Secretary, All Executive Associations of BSNL.

DRAFT JAO RR 2016 (Annexure-A)



Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)

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Recruitment Rules of Junior Accounts Officer

Issue No.1

No. 4-23/2016 -SEA.

New Delhi-110 001

March, 2017.

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1. Short title and commencement:

- (i) With the approval of BSNL Board, the following rules regulating the method of recruitment to the post of Junior Accounts Officer in BSNL are hereby made, namely:
- (ii) These rules may be called the Junior Accounts Officer Recruitment Rules 2016 (Issue:1).
- (iii) They shall come into force on the date of their publication by the Company and shall be applicable to all Limited Internal Competitive Examinations/Direct Recruitment Examinations to be notified in future after publications of these Recruitment Rules by the Company.

2. Definition: In these rules unless the context otherwise requires;

- 1) **Company:** Means the Bharat Sanchar Nigam Limited (A Govt. of India Enterprise) having its registered office at Bharat Sanchar Bhawan, Janpath, New Delhi.
- 2) **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 other Officer of the Undertaking to whom the Board delegates any of its powers.

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

4. Number of Posts, classification and scale of pay: The number of the said post, its classification and the scale of pay attached thereto shall be as specified in columns 2 to 4 of the Schedule annexed to these rules.

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 columns 5 to 12 of the said Schedule.

6. Appointing Authority: Appointing authority will be Circle IFA (not below the rank of GM) of the Circle. Wherever, Circle IFA is of the rank below GM (F), the appointing authority function will be discharged by PGM/Sr.GM/GM (in charge of Finance Personnel) BSNL HQ till posting of GM (F) rank IFA in the Circle.

7. 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.

8. Bond & Pre-appointment training:

- (1) All candidates recruited against the vacancies for Direct recruitment 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 Junior Accounts Officers or for a period as specified by BSNL for the post from time to time in the proforma as prescribed by the Company.
- (2) The candidates selected both against the Direct recruitment quota of vacancies and internal promotion quota of vacancies shall have to successfully undergo training as per the training plan for such period as may be specified from time to time by BSNL.

9. Seniority: The inter-se-seniority between the JAOs from the internal examination, and direct recruits will be fixed as per the guidelines decided by the Company, separately.

10. Sphere of Duty: Junior Accounts Officer will be a Circle cadre and the unit of recruitment will be the respective Recruiting Circle. However, in case of emergencies/exigencies, the persons thus appointed/holding the post of JAO shall be liable for posting anywhere in India as per the requirement of BSNL, or as the need may be, in the interest of service.

11. 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, Persons with Disabilities and other special categories of persons in accordance with the orders issued by Central Government from time to time in this regard.

12. Residuary matters: In regard to matters not specifically covered by or under these rules, the members of the Service will be governed by the rules, regulations and orders decided upon by the Company.

13. Initial constitution: All officials who had been appointed as Junior Accounts officer on regular basis prior to the date of commencement of these Rules shall be deemed to have been appointed under these Rules on regular basis with effect from the date of their appointment to the post.

14. Powers to Relax: Where the BSNL Board is of the opinion that it is necessary or expedient to do so, it may, by order and for reasons to be recorded in writing relax any of the provisions of these Rules with respect to any class or category of person.

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

SCHEDULE
Recruitment Rules of Junior Accounts Officer in Bharat Sanchar Nigm Limited.

Name of Post	No. of Posts	Classification	Scale of Pay	Whether Selection post or Non-selection post	Age limit for direct recruits	Educational and other qualification for Direct Recruits.	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees.	Period of Probation, if any.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Junior Accounts Officer	6703 Subject to variation depending on work load	Executive	IDA Pay scale of Rs.16400- 40500	Not applicable	Age limit for Direct Recruits should be between 20 and 30 years as on crucial date. Upper age limit as on crucial date is relaxable: (i) Up to 5 years for SC/ST candidates. (ii) Up to 3 years for OBC candidates who are eligible to avail of reservation applicable. (iii) UP to 5 years for PWD candidates (10 years for SC/ST-PWD candidates and 8 years for OBC-PWD candidate.) (iv) For BSNL employees the upper age limit is relaxable up to 5 years. (v) Ex-servicemen will get the benefit of age relaxation as per Govt. Rules. Note: The crucial date for determining the age limit shall be 1 st July of the year of examination.	M.Com OR CA OR CMA OR CS from a recognized Institute / University	No	Two (2) years for Direct Recruits

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 Corporate Promotion committee (CPC) exists, its composition (for considering confirmation of Direct Recruits)
(10)	(11)	(12)
<p>(A) 75% of the vacant posts in the Circle by Direct Recruitment through open competitive examination.</p> <p>(B) 20% of the vacant posts in the Circle by promotion from the employees working in BSNL through internal competitive examination.</p> <p>(C) 5% of the vacant posts in the Circle by promotion from Senior Accountants/ Junior Accountant/ LDC (TA) working in BSNL through internal competitive examination.</p>	<p>(A) --Not applicable--</p> <p>(B) By promotion: 20% of the internal candidates referred to in item (B) in column 10 will be regulated as follows:</p> <ol style="list-style-type: none"> (1) Graduation from any recognized University/Institution. (2) Non-Executives with 3 years of regular service in BSNL in NE-6 Scale. (3) Candidate should not be more than 55 years of age on the crucial date. <p>(C) By Promotion: 5% of the internal candidates referred to in item (C) in column 10 will be regulated as follows:</p> <ol style="list-style-type: none"> (1) 5 Years of regular service in Non-Executive grade (Senior Accountant /Junior Accountant/LDC (TA) taken together). (2) Candidate should not be more than 55 years of age on the crucial date. <p>Note: The crucial date for determining the age limit shall be 1st July of the year in which the internal examination is scheduled to be held.</p>	<p>For promotion/confirmation, the committee will consist of the following Executives:</p> <ol style="list-style-type: none"> 1. PGM/Sr. GM/GM looking after HR function – Chairman. 2. DGM/Jt. GM/Addl. GM – Member. 3. DGM/Jt. GM/Addl. GM – Member. <ul style="list-style-type: none"> • One Member should be from the reserved category. • Clearance from CGM NATFM Hyderabad (who is in charge of JAO Training) should be obtained before confirmation is decided.

sd/- (Sunil Rajput)
DGM (SEA)