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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(Telecom)

Dated: 31-DEC-2022

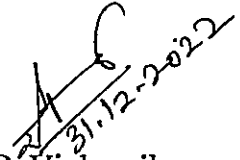
To

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

Subject: Recruitment Rules of BSNL Management Services-Telecom Operations Stream (MSRRs-TELECOM)-2023.

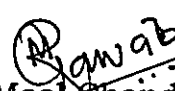
In pursuance of approval of BSNL Board of Directors, the undersigned is directed to forward herewith "Recruitment Rules of BSNL Management Services-Telecom Operations Stream (MSRRs-TELECOM)-2023" for information and necessary action. Hindi version will follow.

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.


[Moolchand]
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

PUBLISHED BY PERSONNEL BRANCH, BSNL CORPORATE OFFICE

RECRUITMENT RULES OF BSNL MANAGEMENT SERVICES-TELECOM OPERATIONS STREAM (MSRRs-TELECOM)-2023 in BSNL

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

1. SHORT TITLE AND COMMENCEMENT: With the approval of BSNL Board, and in supersession of the BSNL Management Services Recruitment Rules-2009 and subsequent amendments/modifications, the following rules relating to recruitment of Executives in BSNL are hereby made:

1.1 These rules may be called the '**BSNL Management Services-Telecom Operations Stream-Recruitment Rules 2023**' (hereinafter to be referred as MSRRs-Telecom-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 Common Management Posts: The common Management post of GM Level and above of the BSNL Management Services like HR/Administration/Marketing/Sales/EB etc. where technical expertise is not necessitated by virtue of Telecom Operations requirement, may be manned by Executives at GM Level and above with requisite qualifications from any Stream of Management Services on merit basis. The scope of the common management posts can be expanded as per the business requirement of the Company with the approval of Management Committee of BSNL Board.

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

2.5 Department: Means Department of Telecom.

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

2.7 Government: Means Government of India.

2.8(a) 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.

(b) The alternative mode of recruitment may be through immediate absorption (under Rule-37 of CCS Pension rules 1972) in the grades of CGM/PGM, GM and DGM as per requirements and as per procedure to be laid out at appropriate time.

2.9 Mode of promotion: Modes of promotion shall be Selection: The selection process will be as per rules notified by Management as per needs of the Company or as per DOP&T rules in case no specific set of rules is notified by Management.

2.10 Service: Means Service rendered in the grade in the substantive capacity.

2.11 Year of Examination: In respect of absorbed Group "A" officers will have same meaning as prescribed by DOP&T. In respect of Senior Executive Trainees/DGM(DR), it will be year in which the examination is actually held.

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 and Other Streams shall be known as "**BSNL Management Services**".

4.1 The Executives directly recruited/to be recruited by the company (lateral entry) at the level higher than that of Senior Executive Trainees will also be part of BSNL Management Services. Their career progression in BSNLMS will be same unless otherwise mentioned specifically at the time of such induction.

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5. Authorized strength of the Telecom Operations Stream of BSNL Management Services (BSNLMS): The existing authorized strength of Telecom Operations 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 Telecom Operations Stream (Posts)
I	Chief General Manager /Pr. General Manager (PB)	62,000-80,000 [E9]	63 (37 CGM+26 PGM)
II	Senior General Manager (NF)	62,000-80,000 [E9]	429
III	General Manager (PB)	62,000-80,000 [E9]	
IV	Additional General Manager [NF]	62,000-80,000 [E9]	
V	Joint General Manager [NF]	43,200-66,000 [E7]	1236 [1116 DGM(Int)+120 DGM(DR)]
VI	Deputy General Manager (PB)	32,900-58,000 [E5]	
VII	DE/AGM (PB)	29,100-54,500 [E4]	4050=AGM[Internal] 450=for Recruitment and promotion of SETs [DR]

6. Initial constitution:

- 6.1 All the executives regularly appointed to various grades 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.
- 6.2 The Group "A" officers absorbed from Indian Telecommunications Service (ITS) Group "A" will form part of the Telecom Operations Streams of BSNLMS and all these absorbed Group "A" officers shall rank en-bloc senior in their respective grade to any executive or Management Trainee/Senior Executive Trainee and higher level of respective Streams, recruited or promoted by BSNL in any grade.

7. Field of selection/minimum qualifying service for promotion, inter-se-seniority:

- 7.1 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 Telecom operation Stream of BSNL Management Services shall be as per Schedule-I.
- 7.2 The seniority/inter-se-seniority of an executive appointed as AGM (through EQ/Seniority/LICE) and DGM (through DGM-DR/Seniority/LICE) under MSRRs-Telecom-2023 shall be determined as per Schedules-IIA & IIB respectively.

8. 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

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in BSNL, the reservation in promotion shall be provided up to DE/AGM level [equivalent to STS].

9. 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.

10. Benchmark, Constitution of CPC etc.: Benchmark, Constitution of CPC & Accepting Authority for promotions to various Grade(s)/Level(s) shall be as per Schedules-III A & III B.

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

12. 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.

13. Fitment Method:

13.1 On being found fit for IDA pay scale up gradation, fixation as per FR-221(a)(i) or as per the company equivalent rules in force from time to time, shall be allowed.

13.2 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.

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

13.4 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.

14. **Liability for transfer:** Persons appointed to the "Telecom Operations Stream of BSNL Management Service" posts (including promotions irrespective of age) shall be liable for transfer anywhere in India or 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 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.

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, 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.

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.

18. **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)

TELECOM OPERATIONS STREAM

Method of Recruitment, promotion to higher grade of Telecom Operations 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 the minimum qualifying service for Promotion
1	2	3	4	5
1	DE/AGM i.e. E-4 Rs.29100-54500 No. of Posts 4050 for promotion from internal candidates <u>(Post Based)</u> + 450 posts for recruitment and promotion of SETs[DR] recruited at E3 level.	450 posts from SETs by promotion through Selection method. (a) 67% of internal quota by Promotion through Selection method (c) 33% of internal quota through Limited Internal Competitive Examination (LICE)	Selection	As per Recruitment Rules of Senior Executive Trainee (DR) in BSNL. (To be framed separately). Senior Executive Trainees (SETs) with 3 years of regular service as on 1st January of the vacancy year shall be eligible for promotion to AGM Note: MTs appointed as per ongoing MT (Internal) examination conducted in 2018 shall be promoted to AGM after 3 years of service and shall be adjusted against 450 posts of AGMs reserved for SETs (DR). 1) 67% of internal quota through promotion of regular SDE(T) who are engineering 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. 33% of internal quota through Limited Internal Competitive Examination (LICE) in which regular SDE who are engineering 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 5 years of regular service as on 1st January of the year to which vacancy pertains, shall be eligible.
2	Deputy General Manager i.e. E-5 Rs. 32900-58000/- No. of Posts- 1116 (Post Based) <i>[excluding DR-</i>	DR-DGM <u>(No. of Posts- 120)</u> 1. 50% posts by	Selection	DR-DGMs induction as per DGM-DR Recruitment Rules <i>Note: The requirement of DR-DGMs shall be worked out before each recruitment process based on the actual need of the Company)</i> 50% by promotion of regular AGM/DE

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	DGM posts]	Promotion through Selection method		equivalent with 4 years of regular service in AGM/DĒ grade as on 1st January of the Vacancy Year. <i>Note: However, Seniority quota for DGM promotion for two years for the vacancies of 2023 and 2024 will be 67% in place of 50%. Beyond that period i.e. w.e.f. 01-01-2025, Seniority and LICE Quota in DGM promotion will be in ratio of 50%-50%.</i>
		2. 50% posts through LICE.		50% by LICE from amongst regular AGM/DE equivalent who have rendered not less than 3 years of regular service in the grade as on 1 st January of the year to which vacancy pertains. <i>Note: However, LICE quota for DGM promotion for two years for the vacancies of 2023 and 2024 will be 33% in place of 50%. Beyond that period i.e. w.e.f. 01-01-2025, Seniority and LICE Quota in DGM promotion will be in ratio of 50%-50%.</i>
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 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 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 - 429 (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 1 st 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 1 st January of the year.
7	PGM/CGM [E9] Rs. 62000-80000/- No. of posts- 63 (37 CGM+26 PGM) (Post Based)	Promotion by Selection	Selection	Executives in Sr. General Manager's grade with 03 years of regular service in the grade of GM as on 1 st January of the vacancy year. <i>Note: Selection of officers for the post of CGM shall be made as per separate executive instructions to be issued with the approval of competent authority.</i>

Note:

- 1) Educational qualification for executives to be promoted to the grade of DE/AGM shall be engineering degree or equivalent in Telecommunications, Electronics & Computers/IT/ Electrical for Telecom Operations. 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 DE/AGM (Telecom).
- 2) Limited Internal Competitive Examination(LICE) as a mode of recruitment referred in the schedule above would comprise of following components with their weightage in final selection:

LICE at DE/AGM

- (i) Written Examination (60%) (ii) APAR (20%) (iii) Aptitude Test (20%)

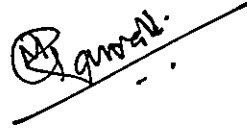
LICE at DGM

- (i) Written Examination (50%) (ii) Interview (15%) (iii) APAR (20%) (iv) Aptitude Test (15%)

The Scheme and Syllabus, Rules and other details for LICE shall be such as the Management Committee of the Board may prescribe from time to time.

- 3) For promotion to Non functional grades of Jt. General Manager, Additional General Manager and Senior General Manager Grade, eligibility shall be seen only on 1st January of the year and officers not completing requisite service condition as on 1st January of that particular year shall be considered on 1st January of the next year only for grant of respective NF grade.
- 4) Determination of Inter-se-Seniority at AGM&DGM level will be as per Schedules-II A and IIB respectively.
- 5) All the vacancies till 31-12-2022 which could not be filled up will be distributed as per quota/conditions prescribed in MSRRs-2023 and will be filled up accordingly.
- 6) CGM/PGM, GM, DGM level posts, to the extent mentioned in the cabinet approval shall be filled up in terms of Cabinet decision communicated vide DOT OM No.9-5(1)/2016-Estt. Dt. 03.08.2022. GM level posts will be filled from DOT SAG officers/ DOT SAG-NF officers who have entered in the 17th year of service on 1st January of the year calculated from the year following the year of examination on the basis of which such officers were recruited in DoT. CGM/PGM level posts shall be filled up from regular ITS HAG and HAG NF level ITS officers deployed in BSNL who have entered in 27th year of service as on 1st January of the year calculated from the year following the year of examination on the basis of which such officers have been recruited in DOT.

- 7) 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.I 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.
- 8) For any LICE to be conducted for promotion in AGM/DGM grade, in case availability of eligible candidates in feeder grade with requisite number of years of eligibility service (Residency period) for promotion to AGM/DGM grade is less than 5 times of vacancies in a particular vacancy year, then the Management Committee of BSNL Board is empowered to consider for relaxation in the eligibility service (Residency period) so as to ensure proper competition in the LICE quota.
- 9) In order to have fair and adequate competition in the LICE of AGM and DGM being introduced for the first time, the Management will endeavor to provide training to all willing applicants including SC/ST/PwBD applicants.

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The Seniority/inter-se-Seniority of an executive appointed as AGM/DE under MSRRs-Telecom-2023 shall be determined as under:

- a) Inter-se-seniority between external quota(EQ), seriority (SQ) quota and Limited Internal Competitive Examination (LICE) quota promotees, who are promoted against the vacancies of the respective quota, 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 or the type of vacancy. 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 provided the executive has joined within 12 months of joining of junior.
- b) EQ/Promotees (SQ/LICE) who join in a particular calendar year will be placed en-bloc senior to EQ/promotees (SQ /LICE) who join in subsequent calendar year/years.
- c) The inter-se-seniority of the executives promoted through EQ-, SQ quota and LICE quota 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 recruitment/promotion process, etc. is initiated. In case of LICE, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority.
- d) If in one calendar year, the EQ/SQ/LICE promotions are being carried out for more than one vacancy years, the inter-se seniority for executives *joining in same calendar year* will be determined as follows:
 - i. For executives promoted in SQ quota belonging to different vacancy years (joining in the same calendar year), their seniority within the seniority quota will be as per the vacancy year/select panel wise.
 - ii. For executives promoted through LICE (if conducted for no. of vacancy years), the seniority within LICE quota will be as per the vacancy year in which they find a place in the list of successful candidates.
 - iii. For executives promoted in EQ quota belonging to different vacancy years (joining in the same calendar year), their seniority within the EQ quota will be as per the vacancy year/select panel wise.

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- iv. For executives joining in the same calendar year, the inter-se-seniority between EQ quota, seniority quota and LICE quota will be on the basis of vacancy year. Those who have joined as a result of earlier selection/panel would be placed senior in the seniority list to those who have joined as a result of subsequent selection/panel of vacancies.
- e) If adequate number of EQ or LICE or SQ promotees do not become available (i.e. actual number of promotees) in a particular year, the rotation of quotas for the purpose of determining inter-se-seniority would stop after available (i.e. actual number of promotees) EQ, LICE and SQ promotees are assigned their slots on their joining in that calendar year. Remaining promotees of EQ, SQ or LICE quota of the concerned selection/panel (same year of joining) would be bunched together in accordance with their position in the panel approved for promotion.
- f) If no EQ or SQ or LICE promotees become available (i.e. actual number of promotees) in a particular year, the rotation of quotas for the purpose of determining inter-se-seniority would be done among available EQ, SQ and LICE quota appointee and this would stop after available (i.e. actual number of promotees) EQ, SQ and LICE promotees are assigned their slots on their joining in that calendar year. Remaining promotees of EQ or SQ or LICE quota of the concerned selection/panel (same year of joining) would be bunched together in accordance with their position in the panel approved for promotion.

For illustration purpose only:

The inter-se-seniority of the executives promoted against EQ, SQ quota and LICE quota against the same vacancy year and actually join in the same calendar year shall be fixed in the following manner irrespective of their date of joining and the appointees/promotees shall be given seniority of that calendar year:

1. AGM(SQ)
2. AGM (SQ)
3. AGM (LICE)
4. AGM (SQ)
5. AGM (SQ)
6. AGM (LICE)
7. AGM (SQ)
8. AGM (SQ)
9. AGM (LICE)
10. AGM (EQ)

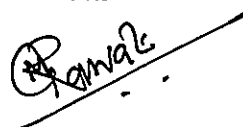
.....and so on

They shall not get seniority of any earlier year viz. year of vacancy/panel, or year in which promotion process, etc. is initiated. In case of LICE, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority.

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The Seniority/inter-se-Seniority of an executive appointed/promoted as DGM under MSRRs-Telecom-2023 shall be determined as under:-

- a) *Inter-se-seniority* between Direct Recruitment (DR) quota, seniority (SQ) quota and Limited Internal Competitive Examination (LICE) quota appointees/ promotees, who are appointed/promoted against the vacancies of the respective quota, 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 or the type of vacancy. However, If senior in the selection panel (review panel) after issue of appointment/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 provided the executive has joined within 12 months of joining of junior.
- b) DR/Promotees (SQ/LICE) who join in a particular calendar year will be placed en-bloc senior to DR/promotees (SQ /LICE) who join in subsequent calendar year/years.
- c) The rotation of quota based on the percentage of vacancies allocated to DR, seniority quota and LICE in the Recruitment Rules will apply for determination of number of vacancies to be filled by the respective quotas in a vacancy year (calendar year).
- d) The inter-se-seniority of the persons directly recruited as well as promoted against SQ quota and LICE quota 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 recruitment/promotion process, etc. is initiated. In case of DR/LICE, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority.
- e) If in one calendar year, the DR/SQ/LICE recruitment/promotions are being carried out for more than one vacancy years, the inter-se seniority for executives *joining in same calendar year* will be determined as follows:
 - i. For executives promoted in SQ quota belonging to different vacancy years (joining in the same calendar year), their seniority within the seniority quota will be as per the vacancy year/select panel wise.
 - ii. For executives promoted through LICE (if conducted for no. of vacancy years), the seniority within LICE quota will be as per the vacancy year in which they find a place in the list of successful candidates.
 - iii. For executives directly recruited (if conducted for no. of vacancy years), the seniority within DR quota will be as per the vacancy year in which they find a place in the list of successful candidates.
 - iv. For executives joining in the same calendar year, the inter-se-seniority between DR quota, seniority quota and LICE quota will be on the basis of vacancy year. Those who have joined as a result of earlier selection/panel would be placed senior in the seniority list to those who have joined as a result of subsequent selection/panel of vacancies.



- f) If adequate number of DR or LICE promotees or SQ promotees do not become available (i.e. actual number of DR/promotees) in a particular year, the rotation of quotas for the purpose of determining inter-se-seniority would stop after available (i.e. actual number of appointees/promotees) DR recruitee, LICE promotees and SQ promotees are assigned their slots on their joining in that calendar year. Remaining DR recruitee or promotees of LICE or SQ quota of the concerned selection/panel (same year of joining) would be bunched together in accordance with their position in the panel approved for promotion.
- g) If no DR or LICE promotees or SQ promotees become available (i.e. actual number of DR/promotees) in a particular year, the rotation of quotas for the purpose of determining inter-se-seniority would be done among available DR, SQ and LICE quota appointee and this would stop after available (i.e. actual number of appointees/promotees) DR recruitee, LICE promotees and SQ promotees are assigned their slots on their joining in that calendar year. Remaining DR recruitee or promotees of LICE or SQ quota of the concerned selection/panel (same year of joining) would be bunched together in accordance with their position in the panel approved for promotion.

For illustration purpose only (where SQ and LICE quota is 50%-50%):

The inter-se-seniority of the persons directly recruited as well as promoted against SQ quota and LICE quota against the same vacancy year and actually join in the same calendar year shall be fixed in the following manner irrespective of their date of joining and the appointees/promotees shall be given seniority of that calendar year:

1.	DGM(SQ)	13.	DGM (LICE)
2.	DGM (LICE)	14.	DGM (SQ)
3.	DGM (SQ)	15.	DGM (LICE)
4.	DGM (LICE)	16.	DGM (SQ)
5.	DGM (SQ)	17.	DGM (LICE)
6.	DGM (LICE)	18.	DGM (SQ)
7.	DGM (SQ)	19.	DGM (LICE)
8.	DGM (LICE)	20.	DGM (DR)
9.	DGM (SQ)	and so on.
10.	DGM (DR)		
11.	DGM (LICE)		
12.	DGM (SQ)		

They shall not get seniority of any earlier year viz. year of vacancy/panel, or year in which recruitment/promotion process, etc. is initiated. In case of DR/LICE, date of notification/date of examination/date of declaration of results etc. will have no relevance for the purpose of seniority.

Schedule-III 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	Cate gory	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
7	Chief General Manager/PGM 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

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.

Schedule-III 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) Accepting authority – Appointing authority
		SC/ ST	Selection benchmark – Very Good, no adverse, not more than two Good	
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
7	Chief General Manager/PGM 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

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.


[Mool Chand]

Assistant General Manager(Pers. Policy)

