

**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

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**Recruitment Rules of Telecom Technical Assistant (TTA) in BSNL**  
New Delhi, Dated : 25<sup>th</sup> August, 2014

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**1. Short Title and commencement:**

- (i) With the approval of BSNL Board and in supercession of the Recruitment Rules of Telecom Technical Assistant (TTA-2001), the following rules regulating the method of recruitment to the post of Telecom Technical Assistant (TTA) in BSNL are hereby made, namely
- (ii) These rules may be called the Telecom Technical Assistant (TTA) Recruitment Rules, 2014.
- (iii) These rules shall come into force from the date of its publication and shall also be applicable to all Limited Internal Competitive Examinations / Direct Recruitment Examinations to be notified in future after publication of these Recruitment Rules by the Company.

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

- (i) **Company:** Means the Bharat Sanchar Nigam Limited (A Government of India Enterprise) having its Registered Office at Bharat Sanchar Bhawan, Harish Chandra Mathur Lane, Janpath, New Delhi-1.
- (ii) **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 power.

**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 are specified in Column 2 to 4 of the Schedule annexed.

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

6. **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.

7. **Bond & Pre-appointment training:**----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 **two years** from the date of their appointment as Telecom Technical Assistant or for a period as specified by BSNL for the post from time to time.

The selected candidates 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 the BSNL. If the official do not qualify the pre-appointment Training in Ist attempt, he/she will be given one more chance to qualify the pre-appointment training examination failing which he/she will not be appointed as TTA and he/she has to appear afresh in the subsequent LICE/Direct Recruitment Examination. During the period of training, the Direct Recruit TTAs will be entitled to Stipend (Training allowance) as decided by the BSNL from time to time.

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

9. **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, 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.

10. **Initial constitution:-** All officials who had been appointed as TTA on regular basis under old TTA Recruitment rules of 2001 rules shall be enblock senior to those appointed under these rules on regular basis.

11. **Liability to serve anywhere in India:-** In case of emergencies / exigencies, the persons thus appointed / holding the post of TTA shall be liable for posting anywhere in India as per the requirement of BSNL or as the need be, in the interest of service.

12. **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.

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**SCHEDULE**  
**(TTA Recruitment Rule-2014)**

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection post or non-selection post	Age limit for Direct Recruits
1 Telecom Technical Assistant (TTA)	2	Non-Executive	IDA pay scale of Rs. 13600 - 25420	Not applicable	<p align="center">6</p> <p>Age limit for Direct Recruits should be between 18 and 30 years as on crucial date.</p> <p>Upper age limit as on crucial date is relaxable for:-</p> <ol style="list-style-type: none"> <li>i) Upto 5 years for SC/ST candidates;</li> <li>ii) Upto 3 years for OBC candidates who are eligible to avail of reservation applicable;</li> <li>iii) Upto 5 years for PWD candidates (10 years for SC/ST-PWD candidates and 8 years for OBC-PWD candidates);</li> <li>iv) For BSNL employees the upper age limit is relaxable upto 5 years;</li> <li>v) Ex-Servicemen will get the benefit of age relaxation as per Central Govt. Rules.</li> </ol> <p><b>Note:-</b> The crucial date for determining the age limit shall be the 'closing date of receipt of application from candidates'.</p>

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**(TTA Recruitment Rules-2014)**

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)	If a Departmental Promotion Committee exists, what is its composition (For considering confirmation of direct recruits)
<p>Three years Engineering Diploma in any of the following disciplines:            1. Telecommunications/            2. Electronic /            3. Electrical/            4. Radio/            5. Computer/            6. Instrumentation/            7. Information Technology from a Central Govt./State Govt. recognized Institution            or            B.Sc.(Electronics) / (Computer Science)            From a 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 declared to be deemed as a University under Section 3 of the UGC Act 1956.</p>	No	Two years for Direct Recruits	<p>a) 50% by Direct Recruitment            b) 50% by promotion through Limited Internal Competitive Examination (LICE)</p>	<p>The following Non-executive employees of BSNL below the age of 55 years as on 1st July of the vacancy year are eligible provided they are possessing 10+2 standard qualification or equivalent or two year ITI Certificate / three year Diploma in specified disciplines as mentioned in column 7 after matriculation.</p> <p>i) Non-executives of any cadre (viz. Telecom, Telecom Stores, Civil, Architect, etc.) in the IDA pay scale of Rs. 9020-17430 and above with combined five years of residency period in the pay scale of Rs. 9020-17430 or above as on 1<sup>st</sup> July of the vacancy year.</p> <p>ii) Senior Sports Assistants and Sports Inspectors / Coordinators in the IDA pay scale of Rs. 9020-17430 and above with 5 years of residency period in the scale of Rs. 9020-17430 or above as on 1<sup>st</sup> July of the vacancy year</p> <p>iii) Non-executives (Industrial &amp; Non-industrial) of Telecom Factories in the IDA pay scale of Rs. 9020-17430 and above with 5 years of residency Period in the scale of Rs. 9020-17430 or above as on 1<sup>st</sup> July of the vacancy year.</p>	<p>DPC consisting of the following Officer:-</p> <p>1. One Officer not below the rank of Divisional Engineer/AGM--- Chairman.</p> <p>2. Two Officers not below the rank of Sub-Divisional Engineer/Deputy Manager--- Members*</p> <p>* One Member should be from the reserved Category.</p>
7	8	9	10	11	12



## (TTA Recruitment Rules-2014)


**Note:**

1. Officials selected for the post of TTA will be deputed for training on the basis of the marks obtained in the LICE under 50% quota or Competitive Examination under 50% DR quota as the case may be.
2. TTA will henceforth be a Circle cadre and the unit of recruitment shall be the respective Recruiting Circle. The Appointing Authority of TTA will henceforth be the DGM looking after HR issues in the concerned Circle. However, TTAs appointed earlier as per provision of old TTA Recruitment Rules of 2001 shall remain SSA cadre employees.
3. The Direct Recruitment to the post of Telecom Technical Assistant may be done through Open Competitive Examination or through any other method approved by Management Committee of BSNL Board from time to time.
4. All officials who had been appointed as TTA on regular basis under old TTA Recruitment rules of 2001 shall be unblock senior to those appointed under these rules on regular basis. The seniority on appointment of candidates as TTA under new Recruitment Rules shall be determined on the basis of marks obtained in their respective Examination i.e. LICE or Direct Recruitment Examination. However, they have to qualify the pre-appointment training before being appointed as TTA. If the officials do not qualify the pre-appointment training in 1st attempt, he/she will be given one more chance to qualify the pre-appointment training examination failing which he/she will not be appointed as TTA and he/she has to appear afresh in the subsequent LICE/Direct Recruitment Examination.
5. 1<sup>st</sup> July of the Vacancy year (Financial year) shall be the cut off date for determining the eligibility criterion regarding age/educational qualification/length of residency period for appearing in 50% LICE quota.
6. Candidates possessing higher qualifications viz. B. Tech, B.E. in the prescribed streams as provided in Column-7 of the Schedule for Direct Recruitment and M.Sc. (Electronics) shall also be eligible to appear in the Direct Recruitment Examination.
7. The employees belonging to streams other than Telecom stream (viz Telecom Factory, Civil, Electrical, Architect etc) shall be eligible to appear in LICE in the Territorial Circle where they are presently working.
8. Non-Executives (Industrial & Non-industrial) of Telecom Factories on their selection in the cadre of TTA after qualifying the LICE shall have to give an undertaking to the effect that they will be henceforth be governed by prevailing Conduct, Discipline & Appeal Rules of BSNL and not by Certified Standing Orders (CSO) as is in vogue in Telecom Factory. Violation of the same shall tantamount to cancellation of their candidature as TTA.



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9. If the IDA pay scale of Non-executive is the same as applicable to TTA post, the benefit of one increment in the current scale of Non-Executive shall be granted on promotion as TTA subsequent to his/her selection to the post of TTA as a result of LICE. However, in cases where the Non-executive's pay scale is higher than the pay scale of TTA post, then it will be treated as placement with grant of substantive status of the post and there will be no benefit of pay fixation in all such cases.
10. The above Recruitment Rules are subject to final Organizational Structure and HR Plan to be approved by BSNL Board in future.

  
(V.K. Sinha)  
Asstt. General Manager (Establishment-III)

25-8-2014