

No. BSNLCO-PERS/15(11)/5/2023-PERS1

To

All Heads of Telecom Circles/Administrative Units
BSNL

Subject: **Guidelines for empanelment of officers for holding the post of Chief General Manager (CGM) in BSNL** - regarding.

The Recruitment Rules of BSNL Management Services (Stream Wise)- 2023 have come in to operation w.e.f. 31/12/2022(A/N). BSNL MSRRs-Telecom Operation Stream-2023 under Schedule-I provides that 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." Accordingly, with the approval of competent authority, criteria for empanelment of the officers for holding the post of Chief General Manager (CGM) in BSNL is prescribed as under:

Post	Chief General Manager
Age Criteria	At least 2 years of service left as on date of notification.
Eligibility Criteria	<ul style="list-style-type: none"> All serving Absorbed/BSNL recruited PGM grade officers. All serving ITS Gr. 'A' regular HAG and HAG(NFU) level officers posted in BSNL. All serving Sr. GM grade officers of BSNL for empanelment to the post of CGM of small Circles (CG, HP,J&K,JHK,NE-I, NE-II, UK) and CN TX-NER & Specialized Telecom Circles (A&N and Sikkim).
Work Experience and attributes	The officer should have adequate managerial/ technical/ operational experience and should possess the characteristics such as leadership skills, decision making, effective communication, etc. which in the opinion of 'Selection Committee' are in the interest of BSNL.
APAR	APARs Grading for the last 5 years
Vigilance Clearance	Vigilance profile for the last 10 years from the concerned CVO office through cadre controlling authority
Psychometric test	Psychometric test by a professional consultant/ external agency using modern tools to judge management/leadership qualities
Interview	By the 'Selection Committee'
Selection Committee	<p>'Selection Committee' for empanelment of officers for the post of CGM, BSNL shall comprise of CMD, Director(HR) and 02 Directors nominated by CMD.</p> <p>GM(Pers), BSNL CO shall be the convener of the meeting of the Committee.</p>
Recommendations of 'Selection Committee' and preparation of panel	Based on the recommendations of 'Selection Committee' a panel of officers shall be drawn for their posting as CGM in BSNL.

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Other Guidelines

- The number of posts of CGM likely to be vacated in a year due to transfer/promotion/retirement etc. of incumbent officer shall be notified for calling willingness of eligible officers for their empanelment against likely vacancies of CGM in BSNL.
- The willing officers shall apply for CGM empanelment. The officer will submit the following along with the application; (i) self resume with brief history of previous postings (ii) significant achievement during last ten years of service (iii) vision for Company in 6 slide presentation
- No officer shall give any conditional willingness.
- Empanelment of officers facing disciplinary/ vigilance cases shall be decided by the 'Selection Committee'.
- CMD, BSNL shall exercise full control to post empanelled officers to any post as per business requirements of the Company and/or transfer them from one post to another in the interest of service.
- On empanelment of Sr. GM level officers in CGM panel, such officers will be entrusted the charge of CGM of that small and specialized Circle based upon vacancies and the decision of CMD, BSNL, without any extra remuneration till such time the officer holds the post. The officer will not be entitled to claim substantive status & seniority in the grade. Further, no claim whatsoever can be made by the comparison on grounds of seniority, cadre, stream, etc.

2. The empanelment of officers for the post of Chief General Manager in BSNL shall be made for 2 years.

3. These instructions shall come into force with immediate effect and until further orders.

This issues with the approval of competent authority.

(जी.पी. विशनोई/ 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. PPS to CVO, BSNL.
4. All CGMs/PGMs/Sr.GMs/GMs, BSNL Corporate Office.
5. GM(Rectt.)/Jt. GM(Pers.) for n/a.
6. General Secretary, AIGETOA/SNEA/SEWA.
7. OL Section for Hindi version.
8. BSNL Intranet portal.

(मूल घटक/ Mool Chand)

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Assistant General Manager (Pers. Policy)

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