

No.2-29/2000-Restg.
Government of India
Ministry of Communications
Department of Telecommunication Services

New Delhi, the 30th September, 2000.

OFFICE MEMORANDUM

Subject:- Setting up of Bharat Sanchar Nigam Limited -- transfer of staff --
orders issued - regarding

In pursuance of New Telecom Policy 1999, the Government of India has decided to corporatise the service provision functions of Department of Telecommunications (DoT). Accordingly, the undersigned is directed to state that the Government of India has decided to transfer the business of providing telecom services in the country currently run and entrusted with the Department of Telecom Services(DTS) and the Department of Telecom Operations(DTO) as was provided earlier by the Department of Telecommunications to the newly formed Company viz., Bharat Sanchar Nigam Limited (the Company) with effect from 1st October 2000. The Company has been incorporated as a company with limited liability by shares under the Companies Act, 1956 with its registered and corporate office in New Delhi.

2. The Department of Telecom. Services and Department of Telecom. Operations concerned with providing telecom services in the country and maintaining the telecom network/telecom factories were separated and carved out of the Department of Telecommunications as a precursor to corporatisation. It is proposed to transfer the business of providing telecom services and running the telecom factories to the newly set up Company, viz., Bharat Sanchar Nigam Limited w.e.f. 1st October 2000. The Government has decided to retain the functions of policy formulation, licencing, wireless spectrum management, administrative control of PSUs, standardisation & validation of equipment and R & D etc. These would be responsibility of Department of Telecommunications (DoT) and Telecom Commission. As such, administrative department for Bharat Sanchar Nigam Limited would be the Department of Telecommunications(DoT).

3. The assets and liabilities of the present Department of Telecom. Services and Department of Telecom. Operations which earlier formed part of DoT will be transferred for this purpose by a separate order.

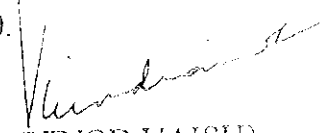
4. Since it will take some time for the new Company to finalise the terms and conditions for staff and to give an opportunity to Officers, staff, employees and industrial workers working in various circles/offices /units for exercising their options to join the newly created Company, it has been decided

to make the following interim arrangements for smooth transition of administration and operations to the new company:-

- (i) The establishment (officers, staff, employees and industrial workers) sanctioned for exchanges/offices, in various telecom circles, metro districts of Calcutta and Chennai, project circles, civil, electrical and architectural wings, maintenance regions, specialised telecom. units namely Data Networks, National Center for Electronic Switching, Technical and Development circle, Quality Assurance circle (except TEC), training institutions, other units like telecom factories, stores and electrification projects of DoT/DTS/DTO (belonging to various organized services and cadres given in Annexure A to this letter) and posted in these circles/offices/units will stand transferred to Bharat Sanchar Nigam Limited **alongwith their posts on existing terms and conditions, on as is where is basis, on deemed deputation, without deputation allowance**, with effect from 1st October 2000, i.e., the date of taking over of telecom. operations by the Company from DTS & DTO. Bharat Sanchar Nigam Ltd. will exercise **control and supervision** of staff working against these posts.
- (ii) The organisational structure of restructured Department of Telecommunications (DoT) is given at Annexure 'B'(Tables I to IV giving posts/units to be retained in DoT and to be transferred to BSNL). Consequent to residual work of DTS and DTO being transferred to DoT, it will continue to do the work allocated under Allocation of Business Rules. The officers and staff presently working in these posts will continue to work, **until further orders**, in their existing posts under DoT and all other officers and staff will stand transferred **alongwith their posts on existing terms and conditions, on as is where is basis, on deemed deputation, without deputation allowance, w.e.f. 1.10.2000 to the Company.**
- (iii) The Telecom Engineering Centre(TEC), Centre for Development of Telematics(C-DOT), Wireless Planning and Coordination(WPC) and Wireless Monitoring Organisation(WMO), will remain with the Government under the control of the Department of Telecommunications. An expert committee will be constituted for distribution of work of TEC between DoT and the Company. Subsequently, as per the report of the expert committee, allocation of staff will be done accordingly.
- (iv) Officers and staff belonging to various Central Secretariat Services (mentioned in Annexure A) providing services to offices/units being transferred to the Company will stand transferred **alongwith their posts, on as is where is basis, on deemed deputation, without**

deputation allowance, w.e.f. 1.10.2000 to the Company on existing terms and conditions of service. Further orders in the matter would be decided by DoT in consultation with DoPT which is the cadre controlling authority of CSS.

- (v) Officers and staff shall continue to be subject to all rules and regulations as are applicable to Government servants, including the CCS (CCA) Rules till such time as they are absorbed finally by the Company after they exercise their options. Their pay scales, salaries and allowances will continue to be governed by existing rules, regulations and orders.
- (vi) The management of Bharat Sanchar Nigam Limited shall have full powers and authority to effect transfers of all the staff at all levels working under it.
- (vii) Bharat Sanchar Nigam Limited will be competent to create posts as per norms adopted by it, however, it will seek prior approval of the Government for appointments to higher level posts as per provisions of Article 144(1) of its Articles of Association.
- (viii) Instructions regarding appointing and disciplinary authorities for employees working on deemed deputation and disposal of pending disciplinary and vigilance cases will be issued separately.
- (ix) Regarding pension, gratuity and retiral benefits separate guidelines and order will be issued.
5. These orders will come into effect from 1st October 2000.


(VINOD VAISH)

Secretary to the Government of India

To

1. The Secretary DoT and Chairman Telecom Commission.
2. The Secretary, DTS.
3. The Secretary, DTO and Member(Prodn.) Telecom Commission.
4. Member(Finance) Telecom Commission.
5. Member(Services) Telecom Commission.
6. Member(Technology), Telecom Commission.
7. Additional Secretary(T) and Secretary Telecom Commission
8. Joint Secretary(T), DoT.
9. Joint Secretary(A), DoT.

10. OSD Corporatisation (DoT) with request to bring it to the notice of the Board of Directors of Bharat Sanchar Nigam Limited.
11. All Chief General Managers of Telecom Circles, Metro Districts, Project Circles, Maintenance Regions, Telecom Stores, Railway Electrification Projects with request to communicate these orders to all units working under their administrative control.
12. All Principal Chief Engineers / Chief Engineers – Civil and Electrical Wings, with request to communicate these orders to all units working under their administrative control.
13. Chief Architects – Chennai, Calcutta and Mumbai, with request to communicate these orders to all units working under their administrative control.
14. All Chief General Managers – Telecom Factories, with request to communicate these orders to all units working under their administrative control.
15. Sr.DDG(TEC)
16. Sr.DDsG- (BW)/(ARCH.)/(ELECT.)
17. Sr.DDG(ML) - with request to communicate these orders to all PSUs working under their administrative control.
18. Sr.DDG(IC & A)
19. Executive Director, C-DOT.
20. Sr.DDG(Vigilance), DoT
20. DDG(Pers.)

Copy to:-

1. PS to Minister of Communications
2. PS to Minister of State for Communications
3. All Advisers, DoT.

Copy also to:-

1. Bharat Sanchar Nigam Limited.

A. List of cadres in the various entities of the Field Units of DTS/DTO.

1. Indian Telecommunication Service Group 'A'
2. Indian P & T AFS Group 'A'
3. P & T Building Works Service [Civil, Architectural and Electrical Disciplines] – Group 'A'
4. Group 'A' GCS of Telecom Factories Organisation
5. Telegraph Traffic Service Group 'A'
6. GCS Group 'A' Gazetted Ministerial
7. GCS Group 'A' Gazetted ~~Non-Ministerial~~
8. GCS Group 'B' Gazetted Ministerial
9. GCS Group 'B' Gazetted Non-Ministerial
10. Telecom Engineering Services Group 'B'
11. Telegraph Traffic Service Group 'B'
12. GCS Group 'B' Gazetted of Telecom Factories Organisation [AEs, Metallurgists, Chemists, Personnel Officers, Sr. Security Officers etc.]
13. P & T Civil Wing Group 'B' – This also includes Civil, Electrical and Architectural Wings.
14. P & T AFS Group 'B' (Telecom Wing) (Sr.AO, AO, AAO & JAO)
15. Official Language Cadre (Gazetted) of field units of DTS/DTO
16. Stenographers Cadre (Gazetted) of field units of DTS/DTO
17. GCS Group 'C' Non-Gazetted Ministerial
18. GCS Group 'C' Non-Gazetted Non-Ministerial
19. Other Group 'C' operative/technical cadres of DTS/DTO
20. Other Group 'C' non-operative cadres of DTS/DTO
21. Other Group 'D' operative cadres of DTS/DTO
22. Other Group 'D' non-operative cadres of DTS/DTO.
23. Any other grade/cadre/service which is not covered above.

B. In addition to the various cadres/grades of above cited list working at the headquarters of the DTS/DTO, following various cadres/grades controlled by Administration Branch, according to the placement in the entities will also stand transferred to the Company, alongwith their posts, on as is where is basis, on deemed deputation basis, without deputation allowance as per usual posts/units given in Annexure 'B'.

1. Central Secretariat Service
2. Central Secretariat Stenographers Service
3. Central Secretariat Clerical Service
4. General Central Service Group 'A' Gazetted Ministerial and Non-Ministerial, Group 'B' Gazetted and Non-Gazetted Ministerial and Non-Ministerial and Group 'C' and Group 'D'- Ministerial and Non-Ministerial

**Organisational Structure of Department of Telecommunications
(w.e.f. 1st October 2000)**

TABLE - I

Table I	Posts being retained in DoT					
			Directors			
Designation	Unit	I	II	III	IV	V
Secretary(DOT)	DOT	OSD				
Member (F)	DOT					
Member (P)	DOT					
Member (T)	DOT					
Member (S)	DOT					
Addl. Secretary(T)	DOT					
Joint Secretary(T)	DOT	DS(R)				
Joint Secretary(A)	DOT	CP&PR	MVT	DS(T)	OL	DS(A)
Legal Advisor	DOT	DLA				
Advisor(O)	DOT					
Advisor(P)	DOT					
Advisor(F)	DOT	FC				
Advisor(T)	DOT					
Advisor(HRL)	DOT					
Sr. DDG(LTP)	DOT	CP	SAT/RN*	Comp. II		
Sr. DDG(ML)	DOT	SU	SU-I *	SU-II *		
Sr. DDG(RS)	DOT	RS				
Sr. DDG(TCF)	DOT		IF-IV			
Sr. DDG(VIG)	DOT	VM	V Tech	V&T	VF	
DDG(BS)	DOT	BS-I	BS-II	BS-III		
DDG(CMR)	DOT					
DDG(EAF)	DOT		SEA-I			
DDG(ERU)	DOT	ERU				
DDG(Estt.)	DOT	MPP	ST *			
DDG(IR)	DOT	LP	TP			
DDG(LF)	DOT	LF				
DDG(LR)	DOT	LR-I	LR-II			
DDG (PIF)*	DOT	PIP	OS*			
DDG(F-G)	DOT	PG				
DDG(SR)	DOT	SR				
DDG(VAS)	DOT	VAS-I	VAS-II	AS-III		
DDG(WPF)	DOT					

TABLE - II

Table II	Posts being transferred to BSNL					
			Directors			
Designation	Unit	I	II	III	IV	V
Sr. DDG(Arch.)	CE	Arch.				
Sr. DDG(BW)	CE	BW	DS(cwg)	Civil		
Sr. DDG(CS)	CE	CS-I	CS-II	PHE		
Sr. DDG(Elec.)	CE	EW	EW&QC			
Sr. DDG((MS)	CE	MSE	MSS	MST	ML	
Sr. DDG(NW/WS)	CE	NW-II	WSE			
Sr. DDG(P)*	CE	PD				
Sr. DDG(TRF)	CE	TR-I	TR-II			
Sr. DDG(SW)	CE	Eqp.	ES-I	ES-II	SW	TF
Sr. DDG(TX)	CE	L	OF	TAX	SBP	LTP
Sr. DDG(IA&P)	CE	IC-I	IC-II	Trg. F	SEA-II	
DDG(Accts.)	CE	TA-I	TA-II			
DDG(BLF)	CE	PFR	PFC			
DDG(IT)	CE	Comp. I				
DDG(EFC)	CE	FA-II	Costing	T&C	FA-I	
DDG(MM-I)	CE	MMC	MMD			
DDG(MM-II)	CE	MMS	MMT			
DDG(NM)	CE	MIS	NM			
DDG(NS)	CE	NS				
DDG(PER)	CE	TE	ST-II	WL & Sports		
DDG(PF)	CE	F -III	F-V			
DDG(REG)	CE	REG-I	REG-II			
DDG(RN)	CE	GP	RDTF			
DDG(SAT)	CE	SAT*	NOCC			
DDG(TRG)	CE	DE&VP	TDTF	TRG		
DDG(TS)	CE	TSO	TSP			

TABLE - III

Table III		LIST OF ADsG AND SECTIONS BEING RETAINED UNDER DOT				
Unit	No. ADsG	S-I	S-II	S-III	S-IV	S-V
Admn.	3	A-I	A-III	A-IV	SCT	
BS	2	BS-I	BS-II	BS-III		
Computer	5	COMPUTER	IT			
ADG-CMR	1					
(EB)	1	EB&I				
ERU(ENGG)	1					
ERU(FIN)	1	ERU				
(IR)	5	IR				
(LEGAL)	2	LEGAL				
LF	2	LF				
LR	3	LR				
STC	1	NCG				
STN	2	STN-I				
DC		DC				
PEN	1	PEN	PPF			
PAT	1	PAT				
RESTG	2	RESTG				
PARL	2	PARL	TCO			
PP		PP	Library			
SAT	5					
SEA	1	SEA-I				
SGT	1		STG II	STG III		
TIM	1					
VAS	3	VAS				
VIG	6	VIG.I	VIG.II	VT	VIG III	
VMI	4	VM				
(OL)	1	HINDI TR	OL			
TA	1		CASH	PAO		
US(T)	2	GA I	GA.II	CR	Protocol	O&M/REC
(MVT)		MVT				
(TFS)		TFS				
(OC)	8	OC	Factory			
(LTP)	7	CP	LTP			
(F-V)	1	FA-IV				
Total	76					

TABLE - IV

Table IV		POSTS OF ACCOUNTS OFFICERS RETAINED IN DOT	
UNIT	POST	NUMBER	
FA -IV	AO	2	
SEA - I	AO	1	
LF	AO	4	
ERU	AO	1	
DOT HQ	PAO	1	
	PFP	1	
	GPF	1	
WORK STUDY	AO	1	
TEC	AO	2	
VIGILANCE	AO	1	
MEMBER(F)	AO	1	
WPC	AO	1	

		POST BEING TRANSFERRED TO BSNL	
TR-I	AO	3	
TR-II	AO	2	
SEA-II	AO	2	
TRG-FINANCE	AO	2	
IA-I	AO	3	
IA-II	AO	3	
FC	AO	1	
TA-I	AO	4	
TA-II	AO	2	
BUDGET-CDN	AO	2	
PF-I	AO	2	
PF-III	AO	2	
BLF	AO	3	
FA-I	AO	2	
FA-II	AO	3	
FA-III	AO	3	
FA-V	AO	2	
COMPUTER	AO	1	
MMD	AO	1	
JPL	AO	2	
TRAINING	AO	1	
COSTING	AO	2	