

F. No. 9-11(06)/2016-Estt (RR)/ITS
Government of India
Ministry of Communications
Department of Telecommunications
Sanchar Bhawan, 20-Ashoka Road, New Delhi-110 001
(Establishment Wing)

Dated the 29th August, 2017

OFFICE MEMORANDUM

Subject: Amendments in Indian Telecommunications Service (Group A) Recruitment Rules, 1992 – regarding of

The undersigned is directed to upload draft Indian Telecommunications Service Rules 2017 and request for comments, if any, from all the stakeholders on draft service rules. The comments may kindly be sent to the undersigned on email id: 'patanjali.prakash@nic.in' latest by 25.09.2017.

Encl: As above



(Patanjali Prakash)
Assistant Director General (Estt & Coord.)
TF: 23036500

To
All concerned Stakeholders

17 = 148

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(To be published in Part-II Section 3 Sub-Section (I) of the Gazette of India)

Government of India
Ministry of Communications
Department of Telecommunications
Sanchar Bhawan, New Delhi – 110 001

New Delhi, the August, 2017

NOTIFICATION

G.S.R.: In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the existing Indian Telecommunications Service (Group-A) Recruitment Rules, 1992 published in the gazette vide GSR 278 dated 29.05.1992, the President hereby makes the following rules for regulating the method of recruitment to the Indian Telecommunications Service, namely: -

1. Short title and commencement:

- (1) These rules may be called the Indian Telecommunications Service Rules, 2017.
- (2) They shall come into force on the date of their publication in the official Gazette.

2. Definitions:

In these rules, unless the context otherwise requires: -

- (1) "Commission" means the Union Public Service Commission;
- (2) "Controlling authority" means the Government of India in the Ministry of Communications, Department of Telecommunications;
- (3) "Departmental Promotion Committee, Screening Committee" means a committee to consider promotion/confirmation of officers, grant of Non-Functional Upgradation or Non-Functional Selection grades respectively, in any grade constituted in accordance with Schedule IV to these rules;
- (4) "Duty post" means any post in a grade whether permanent or temporary, mentioned in Schedule-I to these rules;
- (5) "Examination" means the Engineering Service Examination conducted by the Commission for recruitment to the posts in this Service;
- (6) "Government" means the Government of India;
- (7) "Grade" means a grade of duty posts specified in column-2 of Schedule-I;
- (8) "Officer" means a member of the Service;
- (9) "regular service" in relation to any grade means the period of service in that grade rendered after selection and appointment thereto under the rules and includes any period-
 - (a) Taken into account for the purpose of seniority in the case of those already in the grade at the time of commencement of these rules;
 - (b) During which the officer would have held a post in that grade but for being on leave or otherwise not being available for holding such post.

- (10) 'Schedule' means the schedules appended to these Rules.
- (11) 'Service' means the Indian Telecommunications Service, which shall consist of the posts or grades or time scales mentioned in Schedule- I to these rules.
- (12) The expressions 'Scheduled Castes', 'Scheduled Tribes' and 'Other Backward Classes, Persons with disabilities' shall have the meaning respectively assigned to them in the Constitution of India/Acts of Parliament.

3. Constitution:

- (1) There shall be constituted a service known as the Indian Telecommunications Service, consisting of persons appointed to the Service under rules 6 and 7.
- (2) All the posts included in the Service shall be classified as Group-A posts.

4. Grades, Authorised Strength and its Review:

- (1) On the date of commencement of these rules, the posts in the various grades in the Service, their numbers and Level in the Pay Matrix shall be as specified in Schedule-I;
- (2) On and from the commencement of these rules, the authorized strength of the posts in various grades shall be such as may, from time to time, be determined by the Government;
- (3) The controlling authority may, in consultation with the Commission and the Government (Ministry of Communications, Department of Expenditure (wherever applicable) and the Department of Personnel and Training), make temporary additions to or reduction in the strength of the posts in various grades as it may deem necessary from time to time subject to any general or special orders issued by the Government;
- (4) The controlling authority may, in consultation with the Commission and the Central Government (the Ministry of Communications, Department of Expenditure (wherever applicable) and the Department of Personnel and Training), include in the Service such posts as may be equivalent to the posts included in the services in status, grade, pay scale and professional content, other than those included in Schedule I, or exclude from the Service a post included in the said Schedule;
- (5) The controlling authority may, in consultation with the Commission appoint an officer whose post is included in the Service under sub-rule (4) to the appropriate grade in a temporary capacity or in a substantive capacity as it may deem fit, and fix his seniority in such a grade in accordance with the general orders and instructions issued by the Government from time to time.

5. Members of the Service:

- (1) The following persons shall be the members of the Service, namely :-
 - (a) persons deemed to have been appointed to duty post under rule 6;
and
 - (b) persons appointed to duty post under rule 7.

- (2) A person appointed under clause (a) of sub-rule (1) shall be a member of the service in the appropriate grade applicable to him.
- (3) A person appointed under clause (b) of sub-rule (1) shall be a member of the Service in the appropriate grade applicable to him specified in Schedule I, from the date of such appointment.

6. Initial Constitution of the Service –The officers of the Indian Telecommunications Service holding duty posts in various grades of that Service on regular basis or holding lien on such posts on the date of commencement of these rules shall be deemed to have been appointed to the appropriate duty posts and grades in the Service in a substantive or officiating capacity, as the case may be.

7. Future maintenance of the Service and method of recruitment to the Service:

- (1) After the initial constitution of the service under rule 6, if any vacancy arises in any of the grades specified in Schedule I, it shall be filled in the manner hereinafter provided in this rule, namely:
 - (a) Fifty percent of the vacancies in the Grade of Junior Time Scale shall be filled by direct recruitment through the examination on the basis of the educational qualifications and age limit specified in Schedule II or any scheme or examination that may be notified by the Government in consultation with the Commission; and
 - (b) the remaining fifty percent of the vacancies in the Junior Time Scale shall be filled by promotion of officers of the Telecommunication Engineering Service Group –B in the manner specified in Schedule III.
- (2) Appointment in the Grades specified at Serial Number 1 to 7 in Schedule III, shall be made by promotion from amongst the officers in the next lower grade possessing minimum qualifying service as specified in Column 4 Schedule III.
- (3)
 - (a) Promotion shall be made in consultation with the Commission on the basis of merit except in the case of promotion to the post of Senior Time Scale and Non Functional Selection Grade in Junior Administrative Grade (NFSG);
 - (b) Promotion to the post of Senior Time Scale and Non Functional Selection Grade in Junior Administrative Grade (NFSG) shall be in order of seniority subject to suitability on the recommendation of the committee constituted for this purpose in accordance with Schedule-IV.
- (4) The selection in each case under sub-rule 3 shall be on the recommendation of the Departmental Promotion Committee.
- (5) The eligibility list for considering promotions shall be prepared in such a manner that when the juniors fulfilling the prescribed eligibility condition are being considered for promotion, the senior officers who would not have completed the requisite service shall also be considered provided that such

senior officers have completed the probation period and passed the Departmental Tests as applicable.

- (6) Minimum educational qualification and age limit of a candidate for appointment to the service by direct recruitment shall be as specified in Schedule II.

8. Non Functional Upgradation:

- (1) Whenever any Indian Administrative Service Officer of the State or Joint Cadre is posted at the Centre to a particular grade carrying a specific Grade pay in Level 12 to 15, the members of this Service, who are senior to such Indian Administrative Service Officer by two years or more and have not so far been promoted to that particular grade, shall be granted the same grade on Non-functional basis from the date of posting of the Indian Administrative Service Officer in that particular grade at the Centre in accordance with the instructions of the Government of India, issued on the subject from time to time.
- (2) The batch, as referred to in clause (1), in respect of the direct recruit officers in the induction grade, shall be the year following the year in which the competitive examination was held and in subsequent grades the 'Batch' and eligible service in Group 'A' shall remain the same provided the officer is not superseded due to any reason. In case an officer is superseded, the officer shall be considered along with the 'Batch' with which his or her seniority is fixed.
- (3) Officers inducted into the service by promotion from the post of Group 'B', shall also be eligible for the benefit of Non-functional upgradation. They shall be assigned the benefit of 'Batch' corresponding to the batch of the 'direct recruit' officers with whom their seniority is clubbed.
- (4) Grant of Non-functional upgradation referred to in clause (1) shall be-
 - i. in accordance with the orders or instructions issued by the Central Government from time to time;
 - ii. made on the recommendations of the screening committee as specified in Schedule-IV.

9. Seniority:

- (1) The relative seniority of members of the Service, appointed to any Grade, on commencement of these rules, shall be the relative seniority in their respective grades as determined before the date of commencement of these rules;
- (2) The seniority of an officer not covered by the above provisions shall be determined by the controlling authority in consultation with Department of Personnel and Training.

10. Probation :

- (1) Every officer on appointment to the Service, either by direct recruitment or by promotion to Junior Time Scale, shall be on probation for a period of two years:

Provided that the Controlling Authority may extend the period of probation in accordance with the orders and instructions issued by the Government from time to time.

Provided further that any decision for any extension of period of probation shall be taken ordinarily within eight weeks after expiry of the previous period of probation and communicated in writing to the concerned officer together with the reasons for so doing within the said period.

- (2) On completion of the period of probation or an extension thereof, officers shall, if considered fit for the permanent appointment, be retained in their appointment on regular basis and be confirmed in due course against the available substantive vacancy, as the case may be.
- (3) If, during the period of probation or any extension thereof, as the case may be, the Controlling authority is of the opinion that an officer is not fit for permanent appointment, the Government may discharge or revert the officer to the post held by him prior to his appointment in the Service, as the case may be.
- (4) During the period of probation or any extension thereof, the officers may be required to undergo such training and instructions and to pass such examination and tests (including examination in Hindi) as Government may deem fit, as a Condition to satisfactory completion of Probation.
- (5) As regards matters relating to probation, if not covered by these rules, the members of the Service shall be governed by the instruction issued from time to time by the Government in this behalf.

11. Appointment to the Service - All appointments to the Service shall be made by the Controlling Authority for all duty Posts in various Grades of the Service.

12. Liability for service in any part of India and other Service conditions:

- (1) The officers appointed to the Service shall be liable to serve anywhere in India or outside.
- (2) An officer appointed to the Service, if so required shall be liable to serve in any Defence Service or a post connected with the defence of India, for a period of no less than four years including the period spent on training if any:

Provided that such officer,

- (a) shall not be required to serve as aforesaid on expiry of ten years from the date of his appointment of the Service or from the date of his joining prior to the initial constitution of the Service:
- (b) shall not ordinarily be required to serve as aforesaid if he has attained the age of forty years.

- (3) The officers appointed to the Service shall be liable to serve in BSNL/ MTNL against the posting made under the Special Diminishing Reserve as mentioned in Schedule - I.
- (4) The conditions of service of the members of the Service, if not covered by these rules, shall be governed by the rules applicable generally to the officers of the Central Government.

13. 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 service.

Provided that the Government 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.

14. Deputation to other departments or organisations:

Notwithstanding anything contained in these rules, officers appointed to the Service shall be liable to be sent on deputation or Foreign Service to any other Central or any of the States or Union Territories or the autonomous bodies or public sector enterprises of Government or State Governments or any foreign country having an agreement in this regard with the government or State Government Department in public interest, subject to the Government instructions or orders in force from time to time for such deputation for foreign service.

15. Power to Relax:

Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, and in consultation with the Commission, relax any of the provisions of these rules in respect of any class or category of persons or posts.

16. Saving:

Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Persons with Disabilities, Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.

17. Interpretation:

If any question relating to interpretation of these rules arises, it shall be decided by the Government in consultation with the Commission.

18. Repeal

Save as provided in Rule 9 of these rules, the Indian Telecommunications Service (Group A) Recruitment Rules, 1992, as amended from time to time, are hereby repealed;

Provided that such repeal shall not affect anything done or any action taken under the said rules before such repeal.

SCHEDULE-I

(See rules 2(5), 2(7), 2(12), 4(1), 4(4), 5(2), 5(3), 7(1) and 12(2))

The Grades, Level in the Pay Matrix and number of posts included in the Indian Telecommunications Service (ITS) Group 'A'.

S. No.	Grade	Designation	Level in the Pay Matrix	No. of Posts*
1.	Apex Scale	Director General (Telecom)	Level 17 (Rs. 225000)	1
2.	Higher Administrative Grade Plus (HAG+)	Advisor	Level 16 (Rs. 205400-224400)	8
3.	Higher Administrative Grade (HAG)	Senior Deputy Director General	Level 15 (Rs. 182200-224100)	24
4.	Senior Administrative Grade (SAG)	Deputy Director General	Level 14 (Rs. 144200-218200)	191
5.	Non- Functional Selection Grade in Junior Administrative Grade (NFSG)	Director	Level 13 (Rs. 118500-214100)	230
6.	Junior Administrative Grade (JAG)		Level 12 (Rs. 78800-209200)	
7.	Senior Time Scale (STS)	Assistant Director General	Level 11 (Rs. 67700-208700)	303
8.	Junior Time Scale (JTS)	Assistant Divisional Engineer (Telecom)	Level 10 (Rs. 56100-177500)	96
9.	Duty Posts			853
	Deputation Reserves (Group 'A') for deputation of ITS officers to other departments/ organizations		Level 10 (Rs. 56100-177500)	310

* In addition to above posts, a Special Diminishing Reserve of 720 posts will be operated for posting of officers to BSNL/ MTNL as under:

Year	Higher Administrative Grade	Senior Administrative Grade	Junior Administrative Grade	Total
2016-17	4	374	342	720
2017-18		353	278	631
2018-19		323	213	536
2019-20		281	137	418
2020-21		239	54	293

2021-22		199	0	199
2022-23		104	0	104
2023-24	Nil			

Note:

1. The number of posts in 'Non- Functional Selection Grade' in the Level-13 shall be restricted to thirty percent of senior duty posts (i.e STS and above) or as amended by the Government from time to time.
2. The number of posts will be subject to the total number of officers remaining within the present working strength of 1690.

SCHEDULE-II**(See rule 7(6))****Qualification and Age for direct recruitment**

1. A candidate shall possess-
 - (a) a degree in Engineering or its equivalent in 'Electrical' or 'Electronics' and Electrical Communication or 'Computer Science' or 'Telecommunications' from:
 - (i) a University established by or under a Central or a State Act or declared to be a University under section 3 of the University Grants Commission Act, 1956 or any other institution recognized by the Government.
 - (ii) a foreign University approved from time to time by the Government; or
 - (b) any other qualification which has been recognized by the Government in consultation with the Commission for the purpose of admission to the Examination.

2. Candidates shall have attained the age of 21 years but shall not have attained the age of 30 years on the crucial date for determining the age-limit as advertised by the Commission at the time of recruitment:

Provided that the upper age limit of 30 years is relaxable upto 35 years in the case of those employees of the Department of Telecommunications who fulfill the requisite educational qualifications as specified in para 1 above and have put in a minimum of 3years service in the Department.

Note:- Candidates, who are otherwise qualified but have taken a degree from a foreign University which is not approved by the Government, may also be considered at the discretion of the Commission.

SCHEDULE-III

(See rules 7(1)(b)&7(2))

Method of appointment, field of selection and the minimum qualifying service for promotion to the higher duty posts(s) or Grade(s) of the Indian Telecommunications Service (ITS) Group 'A'.

S. No.	Grade	Method of appointment	Field of selection and the minimum qualifying service for promotion.
1.	Apex Scale	Promotion by selection	Officer with one year regular service in Higher Administrative Grade Plus i.e. level 16 in the Pay Matrix
2.	Higher Administrative Grade Plus (HAG+)	Promotion by selection	Officer with one year regular service in Higher Administrative Grade i.e. level 15 in the Pay Matrix
3.	Higher Administrative Grade (HAG)	Promotion by selection	Officers with 3 years regular service in Senior Administrative Grade i.e. level 14 in the Pay Matrix <u>OR</u> officers with 25 years' regular service in Group 'A' posts in the service out of which at least 1 year regular service should be in the Senior Administrative Grade.
4.	Senior Administrative Grade (SAG)	Promotion by selection	Officers in the Junior Administrative Grade with 8 years combined regular service in Junior Administrative Grade and Non- Functional Selection Grade in Junior Administrative Grade <u>OR</u> 17 years of regular service in Group 'A' out of which 4 years of regular service shall be in Junior Administrative Grade, including service rendered in the Non- Functional Selection Grade in Junior Administrative Grade
5.	Non- Functional Selection Grade in Junior Administrative Grade (NFGS)	Placement on the basis of seniority subject to suitability	Officers in the Junior Administrative Grade who have entered the 14 th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such officer was recruited or the year in which the officer was promoted to Group A as the case may be.
6.	Junior Administrative Grade (JAG)	Promotion by selection	Officers in the Senior Time Scale with five years regular service in the Senior Time Scale
7.	Senior Time Scale (STS)	Promotion by selection	Officers in the Junior Time Scale who have completed four years of regular service. Provided that the directly recruited officers in the Grade of Junior Time Scale shall have passed the departmental test specified by the controlling authority from time to time.
8.	Junior Time Scale (JTS)	50% by direct recruitment	Based on the Competitive Examination conducted by the Commission.
		50 % Promotion by selection	Group 'B' officers of Telecommunication Engineering Service Group 'B' (Level 8 in Pay Matrix) with 3 years regular service in the Grade.

Note:

1. Where Juniors who have completed their qualifying/ eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/ eligibility service by more than half of such qualifying/ eligibility service or two years, whichever is less, and have successfully completed probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/ eligibility service.
2. The years of regular service for promotion to any particular grade would be accordance with the general orders and instructions issued by the central government from time-to-time.

SCHEDULE-IV
(See rules 2(4), 8& SCHEDULE-I)

Composition of Department Promotional Committees for considering Cases of Promotion, Confirmation and Nonfunctional Upgradation to the duty post(s) or Grade(s) of Indian Telecommunications Service (ITS) Group 'A'

S. No.	Grade/ Pay Level/ Post	Composition of Group 'A' Departmental Promotion Committee for appointment to the Grade	Composition of Departmental Promotion Committee for confirmation	Composition of Screening Committee for the Nonfunctional Upgradation
(1)	(2)	(3)	(4)	(5)
1.	Apex Scale/ Level 17/ Director General (Telecom)	1. Chairman/ Member, Commission – Chairman 2. Chairman, Telecom Commission – Member 3. Member, Telecom Commission – Member	Not applicable	Not applicable
2.	Higher Administrative Grade Plus (HAG+)/ Level 16/ Advisor	1. Chairman/ Member, Commission – Chairman 2. Chairman, Telecom Commission – Member 3. Member, Telecom Commission – Member	Not applicable	Not applicable
3.	Higher Administrative Grade (HAG) / Level 15/ Senior Deputy Director General	1. Chairman/ Member, Commission – Chairman 2. Chairman, Telecom Commission – Member 3. Member, Telecom Commission – Member	Not applicable	1. Chairman Telecom Commission – Chairman 2. Member, Telecom Commission – Member 3. Advisor, DoT- Member
4.	Senior Administrative Grade (SAG) / Level 14/ Deputy Director General	1. Chairman/ Member, Commission – Chairman 2. Chairman, Telecom Commission – Member 3. Member, Telecom Commission – Member	Not applicable	1. Chairman Telecom Commission – Chairman 2. Member, Telecom Commission – Member 3. Advisor, DoT - Member
5.	Non-Functional Selection Grade in Junior Administrative	1. Member, Telecom Commission – Chairman 2. Advisor, DoT - Member 3. Deputy Director	Not applicable	1. Member, Telecom Commission – Chairman 2. Advisor, DoT - Member 3. Deputy Director General, DoT - Member

	Grade (NFSG) / Level 13/ Director	General, DoT - Member		
6.	Junior Administrative Grade (JAG)/ Level 12/ Director	1. Chairman/ Member, Commission – Chairman 2. Advisor, DoT - Member 3. Advisor, DoT- Member	Not applicable	1. Member, Telecom Commission – Chairman 2. Advisor, DoT - Member 3. Deputy Director General, DoT - Member
7.	Senior Time Scale (STS) / Level 11/ Assistant Director General	1. Advisor, DoT- Chairman 2. Advisor, DoT - Member 3. Deputy Director General, DoT - Member	Not applicable	1. Advisor, DoT - Chairman 2. Advisor, DoT - Member 3. Deputy Director General, DoT - Member
8.	Junior Time Scale (JTS) / Level 10/ Assistant Divisional Engineer (Telecom)	1. Chairman/ Member, Commission – Chairman 2. Advisor, DoT- Member 3. Deputy Director General, DoT - Member	1. Advisor, DoT – Chairman 2. Advisor, DoT - Member 3. Deputy Director General, DoT - Member	Not applicable

Note : The absence of a Member, other than the Chairman of the Departmental Promotion Committee, shall not invalidate the proceedings of the committee, if more than half the members of the Committee have attended the meeting.

[No.9-11(06)/2016-Estt (RR)/ITS]
VANDANA SETHI, Director (Establishment)