

CHAPTER-8

BSNL CDA RULES

BHARAT SANCHAR NIGAM LIMITED

BSNL Conduct, Discipline and Appeal Rules, 2006

Rule 1. Short title and commencement

- (1) These rules may be called the Bharat Sanchar Nigam Limited (BSNL) Conduct, Discipline and Appeal Rules, 2006.
- (2) They shall come into force w.e.f 10th October 2006.

Rule 2. Application

These Rules shall apply to all the employees of the BSNL (except those employees who are governed by the Industrial Employment (Standing Order) Act, 1946).

Rule 3. Definitions

In these Rules, unless the context otherwise requires:

- (1) 'Appellate Authority' means, the authority specified in this behalf in the Schedule appended to these Rules, and empowered to function as such.
- (2) 'Appointing Authority' means the authority empowered to make appointments to the service, grade or post as the case may be to which the employee for the time being holds.
- (3) 'Board' means the Board of Directors of the Company and includes in relation to the exercise of powers, any Committee/Sub-Committee of the Board or any officer of the undertaking to whom the Board delegates any of its powers.
- (4) 'Chairman/Managing Director' means the Chairman/ Managing Director of the Company.
- (5) 'Company' means the Bharat Sanchar Nigam Limited (BSNL).
- (6) 'Competent Authority' means the authority empowered by the Board of Directors by any general or special rule or order to discharge the

function or use the powers specified in the schedule to these rules.

- (7) 'Disciplinary Authority' means the authority specified in the Schedule appended to these rules and competent to impose any of the penalties specified in Rule 33 of BSNL Conduct, Discipline and Appeal Rules, 2006.
- (8) 'Employee' means –
- (a) a person in the employment of the Company including employees whose service are temporarily placed at the disposal of the company or a subsidiary or any PSU but does not include casual employee, work charged or contingent staff or workmen as defined in Industrial Disputes Act, 1947 and those governed by Industrial Employment (Standing orders) Act, 1946, and,
 - (b) persons on deputation to the company from Central/ State Govt. or a subsidiary of the company or any other PSU.
- (10) 'Family' in relation to an employee includes:
- (a) the wife or husband as the case may be of the employee, whether residing with the employee or not, but does not include a wife or husband, as the case may be, separated from the employee by a decree or order of a competent court;
 - (b) son(s) or daughter(s) or step-son(s) or step-daughter(s) or legally adopted son(s) or legally adopted daughter(s) of the employee wholly dependent on him/her, but does not include a child or step-child who is no longer in any way dependent on the employee or of whose custody the employee has been deprived by or under any law; and
 - (c) any other person related whether by blood or marriage to the employee or to such employee's wife or husband and wholly dependent on such employee.
- (10) 'Government' means the Government of India.
- (11) 'Inquiring Authority' or 'Inquiring Officer' means any person or persons empowered by the Competent Authority from time-to-time under these Rules to inquire into misconduct.
- (12) 'Premises' means any building adjunct, installation and any plot of land, wherever situated and owned/hired by the Company.

- (13) 'Public Servant'- The term Public Servant shall have the same meaning assigned to it in Section 21 of the Indian Penal Code as amended from time-to-time.
- (14) 'Reviewing Authority' means the authority specified in the Schedule attached to these rules and empowered to function as such.
- (15) 'Schedule' means, the Schedule to these Rules, as specified from time to time.

Rule 4. General

- (1) Every employee of the Company shall at all times-
 - (a) maintain absolute integrity;
 - (b) maintain devotion to duty;
 - (c) do nothing which is unbecoming of a Public Servant;
 - (d) conduct at all times in a manner conducive to the best interest of the Company or which will enhance the reputation of the Company;
 - (e) do nothing to lower the image of the Company in the eyes of public;
 - (f) be courteous and prompt in his official dealings with the public.
- (2)
 - (a) Every employee of the Company holding a supervisory position shall take all possible steps to ensure the integrity and devotion to duty of all employees for the time being under his control and authority.
 - (b) No employee shall, in the performance of his official duties, or in the exercise of powers conferred on him, act otherwise than in his best judgment except when he is acting under the direction of his official superior;
 - (c) The direction of the official superior shall ordinarily be in writing. Oral directions to subordinates shall be avoided, as far as possible. Where the issue of oral direction becomes unavoidable, the official superior shall confirm it in writing immediately thereafter;
 - (d) An employee who has received oral direction from his official superior shall seek confirmation of the same in writing as early as possible, whereupon it shall be the duty of the official superior to confirm the direction in writing.
- (3)
 - (a) No employee shall indulge in any act of sexual harassment of any woman at her work place.
 - (b) Every employee holding a supervisory post shall take appropriate steps to prevent sexual harassment to any woman

at such work place.

Explanation:

For the purpose of this rule, “sexual harassment” includes such unwelcome sexually determined behavior, whether directly or otherwise as: -

- (i) physical contact and advances;
- (ii) a demand or request for sexual favours;
- (iii) sexually coloured remarks;
- (iv) showing pornography;
- (v) any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Rule 5. Misconduct

Without prejudice to the generality of the term ‘misconduct’ the following acts of omission and commission shall be treated as misconduct:

- (1) Theft, fraud or dishonesty in connection with the business or property of the Company, or of property of another person within the premises of the Company.
- (2) Taking or giving bribes or any illegal gratification or indulging in corrupt practices.
- (3) Possession of pecuniary resources or property disproportionate to the known sources of income by the employee or on his behalf by another person, which the employee cannot satisfactorily account for.
- (4) Furnishing false information regarding name, age, father’s name, qualifications, ability or previous service or any other matter germane to the employment at the time of employment or during the course of employment.
- (5) Willful insubordination or disobedience, whether or not in combination with others, of any lawful and reasonable order of his superior.
- (6) Absence without leave or over-staying the sanctioned leave without sufficient grounds or proper or satisfactory explanation.
- (7) Habitual late or irregular attendance.
- (8) Neglect of work or negligence in the performance of duty including

- malingering or slowing down of work.
- (9) Sabotage or damage to any property of the Company.
 - (10) Acting in a manner prejudicial to the interests of the Company.
 - (11) Interference or tampering with any safety devices installed in or about the premises of the Company or violating the safety or environmental regulations in or about the premises of the Company.
 - (12) Drunkenness or riotous or disorderly or indecent behavior in the premises of the Company or outside such premises where such behaviour is related to or connected with the employment.
 - (13) Gambling within the premises of the Company.
 - (14) Smoking within the premises of the Company where it is prohibited.
 - (15) Collection without the permission of the Competent Authority of any money within the premises of the company except as sanctioned by any law of the land for the time being in force or rules of the Company.
 - (16) Sleeping while on duty.
 - (17) Commission of any act, which amounts to a criminal offence involving moral turpitude.
 - (18) Absence from the employee's appointed place of work without permission or sufficient cause.
 - (19) Purchasing properties, machinery, stores, etc., from/or selling properties, machinery, stores, etc. to the Company without express permission in writing from the Competent Authority.
 - (20) Commission of any acts subversive of discipline or of good behaviour.
 - (21) Subletting or unauthorized use of Company's premises, equipment, tools or any other property of the company.
 - (22) Misuse of any amenity provided by the company.
 - (23) Participation and/or inciting others to participate in strikes, gherao, go-slow and similar other agitational activities, or abetting, inciting, instigating or acting in furtherance thereof.

- (24) An act of sexual harassment of any woman at her work place.
- (25) An act to lower the image of the Company in the eyes of the public.
- (26) Tempering with or willfully damaging or falsification of Company's records, impersonation or forgery.
- (27) Making representations in order to bring any political or any outside influence to bear upon any superior authority to further employee's interest in respect of matters pertaining to employment, postings or transfers.
- (28) Making representation or sending grievance petitions to the Members of the Board of Directors or the Senior Officers except through proper channels. (This does not prevent submission of appeals to the prescribed Appellate Authorities under these rules).
- (29) Attending or holding meeting other than in the course of duty within the Company's premises without prior written permission of the Competent Authority.
- (30) Distribution or exhibition of any newspapers, handbills, pamphlets, etc.
- (31) Deliberately making any false statement before a superior knowing it to be false.
- (32) Proxy registering of attendance or abetting in the act of registering attendance of another employee.
- (33) Spreading or encouraging casteism, regionalism or communalism.
- (34) Abetment of or attempt at abetment of, any act which amounts to misconduct.
- (35) Spreading false rumors or spreading false information.
- (36) Carrying on money lending or any other private business without the written permission of the Company.
- (37) Habitual indebtedness or insolvency.
- (38) Interference or riotous or disorderly or indecent behaviour in the premises of the company.
- (39) Writing of anonymous or pseudonymous letters or associating oneself in writing such letters in respect of Company affairs.

- (40) Misuse of any advance or non-compliance with the provisions of terms and conditions governing grant of such advance as specified in the respective rules relating to the advance(s).

Note: The above instances of misconduct are illustrative in nature and not exhaustive.

Rule 15. Gifts

- (1) Save as otherwise provided in these rules, no employee shall accept or permit any member of his family or any other person acting on his behalf, to accept any gift.

Explanation:

The expression 'Gift' shall include free transport, boarding, lodging or other service or any other pecuniary advantage when provided by any person other than a near relative or a personal friend having no official dealings with the employee. However, a causal meal or lift or other social hospitality shall not be deemed to be a gift.

Note: An employee shall avoid acceptance of lavish hospitality or frequent hospitality from any individual or firm having official dealings with him.

- (2) On occasions such as weddings, anniversaries, funerals or religious functions, when the making of gifts is in conformity with the prevailing religious or social practice, an employee may accept gifts from his near relatives or from his personal friends having no official dealings with him, but he shall make a report to the competent authority if the value of any gift exceeds:
- (i) Rs.2, 000/- in case of Group 'D' and Group 'C' category. (Non-Executives)
 - (ii) Rs.5, 000/- in case of Group 'B' and above up to JAG category.
 - (iii) Rs.8, 000/- in case of SAG and HAG category.
 - (iv) Rs.10, 000/- in case of CMD and Board Directors (Full Time).
- (3) Gift received from foreign dignitaries/firms may be retained by the recipient if the value thereof does not exceed the amount mentioned in Para (2) above for different categories. The same shall, however, be intimated to the competent authority.

- (4) In any other case, an employee of the Company shall not accept or permit any other member of his family or any other person acting on his behalf to accept any gift without the sanction of the competent authority if the value thereof exceeds the amount mentioned in Para (2) above for different categories.
- (5) When more than one gift has been received from the same person/firm within a period of twelve months the matter shall be reported to the competent authority if the aggregate value of the gifts exceeds the amount mentioned in Para (2) above for different categories.

Rule 21. Movable, immovable and valuable property

- (1) (a) No employee shall, except with the previous knowledge of the competent authority, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise, either in his own name or in the name of any member of his family . (Form-1).
 - (b) Any addition/extension in the immovable property subsequently shall be intimated/sanctioned.(Form- 2&3&5).
- (2) No employee shall, except with the previous sanction of the competent authority, enter into any transaction concerning any immovable or movable property with a person or firm having official dealings with the employee or his subordinate.
- (3) Every employee shall report within a month to the competent authority every transaction concerning movable property owned or held by him in his own name or in the name of a member of his family, if the value of such property exceeds:
 - (a) Up to Rs.10, 000/= in case of employees in the non-executive category.
 - (b) Rs.15, 000/= in case of employees in the executive category.

Explanation No. I

The term 'movable property' includes jewellery, vehicles, household articles, shares, securities, debentures, units of Mutual Funds/ UTI, Loans and Advances , insurance facilities with annual premia exceeding above limits.

Explanation No. II

The transaction entered into by spouse or any other member of the family of an employee of the company out of his or her own funds (including stridhan, gifts, inheritance, etc.) as distinct from the funds of the employee himself or herself, in his or her own name and in his/her own right, would not attract the provisions of the above sub-rule.

Rule 21-A restriction in relation to acquisition and disposal of immovable property outside india and transactions with foreigners etc.

Notwithstanding anything contained in sub-rule (1) of Rule 21, no employee shall, except with the previous sanction of the competent authority: -

(a) acquire or dispose of any immovable property situated outside India by lease, mortgage, purchase, sale, gift or otherwise, either in his own name or in the name of any member of his family,

(b) enter into any transaction with any foreigner, foreign government, foreign organization or concern mission including international organizations, the acquisition or disposal of any immovable property by lease, mortgage, purchase, sale, gift or otherwise either in his own name or in the name of any member of his family.

Explanation:-

In this rule the competent authority has the same meaning as in Rule 21.

Rule 21-B dealing in company's shares (ipo/FPO)

Not withstanding anything contained in Rule 21.

(a) A full-time Director or any executive / employee involved in the decision making process of fixation of price of an IPO / FPO of shares of a Company shall not apply either himself / herself or through any member of his / her family or through any person acting on his / her behalf for allotment of shares (which includes all types of equity related instrument) in an IPO (Initial Public Offer) / FPO (Follow on Public Offer) of Company, even out of the category of preferential quota reserved for employees / Directors of the Company.

(b) All executives / employees including full time Directors of Company who are in possession of unpublished price sensitive information would be prohibited from dealing / transacting either family in the shares of their own company.

(c) Full-time Director or executives / employees of Company or any member of his / her family or any person acting on his / her behalf shall not apply for shares out of any preferential quota reserved for employees / Directors of other companies.

- (d) All employees of the Company would be required to disclose to the company all transactions of purchase / sale in shares worth Rs. 20000/- or more in value or existing holding / interest in the shares worth Rs. 20000/- or more in his / her own company either in his / her own name or in the name of any family member to report to the Competent Authority* indicating quantity, price, date of transaction and nature of interest within 4 working days.

NOTE- In this rule Competent Authority means the Competent Authority defined in Rule 21.

Rule 22. Canvassing of non-official or other outside influence

No employee shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in respects of matters pertaining to his service in the Company.

Rule 30. Suspension

- (1) The appointing authority or any authority to which it is subordinate or the disciplinary authority or any other authority empowered in that behalf by the Management by general or special order, may place an employee under suspension-
- (a) where a disciplinary proceeding against him is contemplated or pending, or
 - (b) where, in the opinion of the authority aforesaid he has engaged himself in activities prejudicial to the interest of the Company, or
 - (c) where a case against him in respect of any criminal offence is under investigation or trial.
- (2) An employee who is detained in custody, whether on a criminal charge or otherwise, for a period exceeding 48 hours shall be deemed to have been suspended with effect from the date of detention by an order of the competent authority and shall remain under suspension until further orders. Similarly an employee who has been convicted for an offence, has been sentenced to a term of imprisonment exceeding forty eight hours and is not forthwith dismissed or removed or compulsory retired consequent of such conviction shall be deemed to have been placed under suspension from the date of his conviction by an order of the competent authority and shall remain

under suspension until further orders.

- (3) Where a penalty of dismissal or removal from service imposed upon an employee under suspension is set aside on appeal or on review under these rules and the case is remitted for further enquiry or action or with any other directions the order of his suspension shall be deemed to have continued in force on and from the date of the original order of dismissal or removal and shall remain in force until further orders.
- (4) Where a penalty of dismissal or removal from service imposed upon an employee is set aside or declared or rendered void in consequence of or by a decision of a court of law and the competent authority on consideration of the circumstances of the case decides -

Rule 31. Subsistence allowance

- (1) Subject to provisions of sub-rule (3) an employee under suspension shall be entitled to draw subsistence allowance equal to fifty percent of his basic pay provided the competent authority is satisfied that the employee is not engaged any other employment or business or profession or vocation. In addition he shall be entitled to Dearness Allowance admissible on such subsistence allowance and any other compensatory allowance, which he was in receipt on the date of suspension provided the competent authority is satisfied that the employee continues to meet the expenditure for which the allowance was granted.
- (2) Where the period of suspension exceeds six months, the authority, which made or is deemed to have made the order of suspension shall be competent to vary the amount of subsistence allowance for any period subsequent to the period of the first six months as follows:
 - (i) The amount of subsistence allowance may be increased to 75% of basic pay and allowance thereon if in the opinion of the said authority, the period of suspension has been prolonged for reasons to be recorded in writing not directly attributable to the employee under suspension.
 - (ii) The amount of subsistence allowance may be reduced to 25 % of basic pay and allowances thereon if in the opinion of the said authority the period of suspension has been prolonged due to the reasons to be recorded in writing directly attributable to the employee under suspension.

- (iii) If an employee is arrested by the police on a criminal charge and bail is not granted, no subsistence allowance is payable. On grant of bail, if the competent authority decides to continue the suspension, the employee shall be entitled to subsistence allowance from, the date he is granted bail.
- (3) The subsistence allowance shall be paid only when the employee furnishes a certificate that he is not engaged in any other employment, business or profession or vocation and the competent authority is satisfied with the certificate.
- (4) (i) The following compulsory deduction should be enforced from the subsistence allowance: -
- (a) Income tax, wherever justified.
 - (b) House rent and allied charges i.e. electricity, water, furniture etc.
 - (c) Repayment of loans and advances taken by the employee.
 - (b) Contribution towards Employees Groups Insurance Scheme.
 - (e) CGHS Contributions.
- (ii) The following deductions are optional and should not be made except with the written consent of the employee: -
- (a) Premium due on Postal Life Insurance Policies.
 - (b) Amount due to co-operative stores and co-operative credit societies.
 - (c) Refund of advance taken from General Provident fund.
- (iii) The following deductions should not be made from the subsistence allowance: -
- (a) Subscription to General Provident fund.
 - (b) Amount due on Court attachments.
 - (c) Recovery of loss to BSNL for which the employee is responsible.

Rule 33. Penalties

The following penalties may be imposed, on an employee, as hereinafter provided, for misconduct committed by him or for any good and sufficient reasons:

(A) Minor Penalties

- (a) Censure,
- (b) Withholding of promotion,
- (c) Withholding of increments of pay with or without cumulative effect,
- (d) Recovery from pay of the whole or part of any pecuniary loss caused by him to the company by negligence or breach of orders,
- (e) Reduction to a lower stage in the time scale of pay for a period not exceeding three years, without cumulative effect and not adversely affecting his pension / terminal benefits.

(B) Major Penalties

- (f) Save as provided for in clause (e) above, reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay,
- (g) Reduction to a lower time scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the employee to the time scale of pay, grade, post or service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post from which the employee was reduced and his seniority and pay on such restoration to that grade or post.
- (h) Compulsory retirement,
- (i) Removal from service which shall not be a disqualification for future employment under Govt./or the Corporation / Company owns or controlled by the Govt.
- (j) Dismissal from service which shall ordinarily be a disqualification for future employment under the Govt. or the Corporation/ Company owned or controlled by the Government.

Provided that, in every case in which the charge of possession of assets disproportionate to known sources of income or the charge of acceptance from any person of any gratification, other than legal remuneration, as a motive or reward for doing or forbearing to do any official act is established, the penalty mentioned in clause (i) or clause (j) shall be imposed:

Provided further that in any exceptional case and for special reasons recorded in writing, any other penalty may be imposed.

Explanations:**The following shall not amount to a penalty within the meaning of this rule: -**

- (i) Withholding of increment of an employee for failure to pass a prescribed test or examination;
- (ii) Stoppage of an employee at the efficiency bar time scale on the ground of his unfitness to cross the bar;
- (iii) Non-promotion, whether in an officiating capacity or otherwise, of an employee to a higher post for which he may be eligible for consideration but for which he is found unsuitable after consideration of his case;
- (iv) Reversion of an employee officiating in a higher grade or post to a lower grade or post on the ground that he is considered, to be unsuitable for such higher grade or post or on any administrative grounds unconnected with his conduct;
- (v) Reversion of an employee appointed on probation to another grade or post to his permanent grade or post during or at the end of the period of probation in accordance with the terms of his appointment or the rules and orders governing such probation;
- (vi) Compulsory retirement of an employee in accordance with the provision relating to his superannuation or retirement;
- (vii) Termination of service-
 - of an employee appointed on probation during or at the end of the period of probation, in accordance with the terms of his appointment;
 - of an employee appointed in a temporary capacity on the expiry of the period for which he was appointed or earlier in accordance with the terms of his appointment; of an employee appointed under a contract or agreement in accordance with the terms of such contract or agreement; and,
 - of an employee on reduction of establishment.

**SCHEDULE OF APPOINTING, DISCIPLINARY, APPELATE AND
REVIEWING AUTHORITIES IN BSNL
FOR NON-EXECUTIVES
(FOR ABSORBED GROUP 'C' & 'D' & EQUIVALENT DIRECTLY
RECRUITED NON-EXECUTIVES)**

SCHEDULE OF APPOINTING, DISCIPLINARY, APPELATE AND REVIEWING AUTHORITIES IN BSNL FOR NON-EXECUTIVES (FOR ABSORBED GROUP 'C' & 'D' & EQUIVALENT DIRECTLY RECRUITED NON-EXECUTIVES) Sl.No	Group Category & Pa y Grade	Appointing Authority	Disciplinary Authority		Appellate Authority for Major Penalty & Reviewing Authority for Minor Penalty	Reviewing Authority for Major Penalty
			Minor Penalty	Major Penalty & Appellate Authority for Minor Penalty		
1.	NE-1 to NE-4*,(Group 'D') Maximum of scale up toRs.6, 200/-	STS GroupA' / DE/CAO/Equivalent officer.	JTS Group' A' / SrSDE/SDE/ Sr AO/AO/Equivalent	STS Group 'A' / DE/CAO/ Equivalent officer.	DGM concerned/SE/ Equivalent officer.	GM concerned/CE/ Equivalent officer.
2.	NE-5 to NE-11*,(Group 'C')Maximum of scale up toRs.12, 245/-	DGM concerned/SE/ Equivalent officer.	STS Group 'A' / DE/CAO/Equivalent officer.	DGM concerned/SE/ Equivalent officer.	GM concerned/CE/ Equivalent officer.	CGM concerned/Equivalent officer.

Note:

(1) All above mentioned officers and their equivalents shall exercise the powers of disciplinary authorities in respect of employees working under them. (including officers on deputation/deemed deputation)

- (2) Where officers of the level indicated in the schedule are not available, then the officers in the higher scale(s)/grade shall exercise these powers.

Equivalent to Cadre in CDA/Categories of Non	Scale of Pay Scale In CDA	Corresponding IDA Pay scale
NE-1	2550-55-2660-60-3200	4000-120-5800
NE-2	2610-60-3150-65-3540	4060-125-5935
NE-3	2650-65-3300-70-4000	4100-125-5975
NE-4	2750-70-3800-75-4400	4250-130-6200
NE-5	3050-75-3950-80-4590	4550-140-6650
NE-6	3200-85-4900	4720-150-6970
NE-7	4000-100-6000	5700-160-8100
NE-8	4500-125-7000	6550-185-9325
NE-9	5000-150-8000	7100-200-10100
NE-10	5500-175-9000	7800-225-11175
NE-11	6500-200-10500	8570-245-12245

- (3) These authorities are for all Non Executive employees in all wings, i.e. Civil, Electrical, Arch., Finance & Telecom.

- (4)*An appeal against an order of punishment specified in Rule 33 of the BSNL Note :

These Authorities will come in to force with effect from date of absorption/appointment of the employee in the company.

SCHEDULE OF APPOINTING, DISCIPLINARY, APPELATE AND REVIEWING AUTHORITIES

IN BSNL FOR EXECUTIVES (FOR ABSORBED GROUP 'B' OFFICERS & EQUIVALENT

DIRECTELY RECRUITED EXECUTIVES)

(A) FOR MINOR PENALTY

Equivalent to Cadre in CDA	Pay Scale In	Corresponding IDA Pay scale	APPOINTING AUTHORITY	DISCIPLINARY AUTHORITY	APPELLATE	REVIEWING AUTHORITY
Assistant, PA, JAO, JTO(Telecom) & Equivalent,	6500-200-10500	9850-250-14600	GM/Equivalent Dealing with HR in the circle office	DGM/ equivalent officer dealing with HR.	Director @ GM/ Equivalent	CMD@ CGM/ Equivalent
AAO/AO/SO/PS/SDE(T) &	7500-250-12000	11875-300-17275	Director	GM/Equivalent officer dealing with	Director@ CGM/ Equivale	CMD@ Director
Sr.SDE/Sr.AO/SO (With 4 Year	8000-275-13500	13000-350-18250	Director	GM/Equivalent officer dealing with	Director@ CGM/ Equivale	CMD@ Director
Adhoc - CAO,PPS,STS & Equivalent	10000-325-15200	14500-350-18700	Director	GM/Equivalent officer dealing with	Director@ CGM/ Equivale	CMD@ Director

(B) FOR MAJOR PENALTY

Equivalent to Cadre in CDA	Pay Scale In CDA	Corresponding IDA Pay scale	APPOINTING AUTHORITY	DISCIPLINARY AUTHORITY	APPELLATE AUTHORITY	REVIEWING AUTHORITY
Assistant, PA, JAO, JTO(Telecom) & Equivalent, AD(OL),	6500-200-10500	9850-250-14600	GM/Equivalent Dealing with HR in the	GM/ equivalent officer dealing with HR.	Director @ CGM/ Equivalent	CMD@ Director
AAO/AO/SO/PS/SDE(T) & Equivalent	7500-250-12000	11875-300-17275	Director	CGM/Equivalent officer dealing with HR	Director	CMD
Sr.SDE/Sr.AO/SO (With 4 Year of regular	8000-275-13500	13000-350-18250	Director	CGM/Equivalent officer dealing with HR	Director	CMD
Adhoc - CAO,PPS,STS & Equivalent	10000-325-15200	14500-350-18700	Director	CGM/Equivalent officer dealing with HR	Director	CMD

Note 1. : JTO/SDE/ Sr. SDE shall cover all JTO/ SDEs / Sr. SDEs of all wings i.e. Civil, Electrical, Arch. & Telecom.

Note 2.

- (a) All above mentioned officers and their equivalents shall exercise the powers of disciplinary authorities in respect of employees working under them. (includes officers on deputation/deemed deputation)
- (b) Where officers of the level indicated in the schedule are not available, then the officers in the higher scale(s)/grade shall exercise these powers in the above schedule.
- (c) Where pay scale is not figured in between above range of pay scales in the above schedule, the Disciplinary/Appellate/Reviewing Authorities of next higher pay scale shall be applicable.
- (d) The above Disciplinary/Appointing/Appellate/Reviewing Authorities in the case of recently absorbed Group 'B' Officers/ Direct recruited officers shall be exercised as per BSNL Conduct, Discipline and Appeal Rules 2006.

Note 3. Director means the Concerned Functional Director of the Company.

Note4: These will be the Authorities for the cases dealt during their period in DOT/DTS/DTO.

Note5: These Authorities will come in to force with effect from date of absorption/appointment of the officer (Executive) in the company

SCHEDULE OF APPOINTING, DISCIPLINARY, APPELATE AND REVIEWING**AUTHORITIES IN BSNL FOR EXECUTIVES****FOR ABSORBED GROUP 'A' OFFICERS & EQUIVALENT DIRECTLY RECRUITED EXECUTIVES****(A) for Minor Penalty:**

Equivalent to Cadre in CDA	Pay Scale In CDA	Corresponding IDA Pay scale	Appointing Authority	Disciplinary Authority	Appellate Authority	Review Authority
JTS	8000-275-13500	13000-350 - 18250	Director	CGM/Sr.DDG /DDG.	Director	CMD
STS	10000-325-15200	14500-350-18700	Director	CGM/Sr.DDG/ DDG.	Director	CMD
JAG	12000-375-16500	16000-400-20800	CMD	CGM(for field unit) /Director(For BSNLCO)	Director(for field unit)/ CMD(for BSNLCO)	CMD (for field units)/ Board of Directors(for CO)
JAG(NFSG)	14300-400-18300	17500-400-22300	CMD	CGM(for field unit) Director(For BSNLCO)	Director(for field unit)/ CMD (for BSNLCO)	CMD (for field units)/ Board of Directors (for BSNL CO)
SAG	18400-500-22400	23750-600-28550	CMD	Director	CMD	Board of Directors
HAG	22400-525-24500	25000-650-30200	CMD	Director	CMD	Board of Directors

(B) for Major Penalty:

Equivalent to Cadre in CDA	Pay Scale In CDA	Corresponding IDA Pay scale	Appointing Authority	Disciplinary Authority	Appellate Authority	Review Authority
JTS	8000-275-13500	13000-350 18250	Director	Director	CMD	Board of Directors
STS	10000-325-15200	14500-350-18700	Director	Director	CMD	Board of Directors
JAG	12000-375-16500	16000-400-20800	CMD	CMD	Board of Directors	Board of Directors
JAG(NFSG)	14300-400-18300	17500-400-22300	CMD	CMD	Board of Directors	Board of Directors
SAG	18400-500-22400	23750-600-28550	CMD	CMD	Board of Directors	Board of Directors
HAG	22400-525-24500	25000-650-30200	CMD	CMD	Board of Directors	Board of Directors

Note: (1) Director means the Concerned Functional Director of the Company.

(2) All above mentioned officers and their equivalents shall exercise the powers of disciplinary authorities in respect of employees working under them. (includes officers on deputation/deemed deputation).

- (3) Where officers of the level indicated in the schedule are not available, then the officers in the higher scale(s)/grade shall exercise these powers in the above schedule.
- (4) Where pay scale is not figured in between above range of pay scales in the above schedule, the Disciplinary/Appellate/Reviewing Authorities of next higher pay scale shall be applicable.
- (5) The above Disciplinary/Appointing/Appellate/Reviewing Authorities in the case of recently absorbed Group 'A'/ Direct recruited officers shall be exercised as per BSNL Conduct, Discipline and Appeal Rules 2006.

Note : These Authorities will come in to force with effect from date of absorption/appointment of the officer in the company