

No. 250-20/2014-Estt.-III
Dated: 12 /11/2018

To

**All Heads of Telecom Circles,
Bharat Sanchar Nigam Limited**

Sub: Guidelines for forwarding of applications of BSNL employees for outside Direct Employment --regarding.

Several RTIs as well as Queries are being received from field units/employees regarding applicable instructions for forwarding of applications of BSNL employees for outside Direct Employment and deputation. Guidelines for considering requests of BSNL employees for deputation to outside organisations has already been issued by Personnel branch vide letter No. 118-2/2015-CSS dated 21.07.2016. However no guidelines have yet been issued by BSNL CO with regard to forwarding of applications for direct outside employment and different cadre controlling authorities and Circles are adopting different approach in dealing with such cases. In order to maintain uniformity across the organisation in this matter, following instructions are issued with the approval of Competent Authority:

- (a) Application from employees for direct employment in Central/State Government including its Autonomous bodies and public sector undertakings will be forwarded as a rule except in cases where they can be withheld in public interest. Ordinarily, an employee including technical personnel will be permitted to apply for an outside post up to six times in a year including applications to UPSC & SSC.
- (b) Applications for forwarding, submitted through proper channel, should be complete in all respect along with a copy of recruitment advertisement/circular against which employee is applying. Applications not in response to advertisements or circulars will not be forwarded to the employer. Once an application has been forwarded, then the employee will also be granted NOC for appearing in the interview etc. for the said post subject to condition mentioned in para (e) below.
- (c) In case of online applications, employees should inform the competent authority in advance of submitting the applications along with a copy of advertisement/circular and filled applications forms, wherever possible and if printing of filled in application form is not possible then complete details should be submitted to the competent authority. It will also apply for the entrance exams like GATE, CAT etc. in which NOC is required at the time of interview.
- (d) Application of employees with bond obligations should be forwarded along with intimation to the employee and prospective employer that in the event of selection, the official has to fulfil all bond obligations as per extant guidelines applicable at the time of his release. Transfer of bond, if any, will be the responsibility of the employee concerned and not of BSNL.

Akshay

