

**Recruitment Branch**BSNL Corporate Office,  
New Delhi-110001.**भारत संचार निगम लिमिटेड**  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)**No. 74-1 (2)/2018-Rectt.****Dated: - 11-12-2018****RECRUITMENT OF MANAGEMENT TRAINEE (TELECOM OPERATIONS)  
IN BSNL FROM  
EXTERNAL CANDIDATES**

<b>START DATE OF ON-LINE REGISTRATION</b>	<b>26-12-2018</b>
<b>LAST DATE OF ON-LINE REGISTRATION</b>	<b>26-01-2019</b>
<b>DATE OF "On-line Assessment Process" FROM ...</b>	<b>17-03-2019</b>

Bharat Sanchar Nigam Ltd. (BSNL, proposes to fill up **300 posts of Management Trainee (MT) (Telecom Operations)**. Out of these 300 posts, **150 posts will be filled up from open market (External candidates)**. All candidates fulfilling the prescribed eligibility conditions & possessing requisite qualification as detailed in **ANNEXURE-A**, are eligible to apply for the above said posts.

**Note: - This is fresh Recruitment. Any candidate, who had applied in response to any previous NOTIFICATION, need to apply afresh.**

The category wise details of posts are given below:-

Name of Stream	Number of vacancies*					PWD** (Category Wise)	
	OC	SC	ST	OBC	Total	Deaf and hard of hearing	Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy
<b>Telecom Operations (External)</b>	<b>76</b>	<b>23</b>	<b>11</b>	<b>40</b>	<b>150</b>	<b>3</b>	<b>3</b>

\* Reservation as per Central Govt. guidelines will be applicable for SC/ST/OBC/PWD candidates.

\*\* PWD: Horizontal reservation of 4% of the total vacancies in respect of People with Disabilities persons as applicable in the cadre. (2% for Deaf and hard of hearing and 2% for Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy).

**Degree of Disability for PWDs: - In case of PWD candidates only such persons would be eligible for reservation in service/posts, who suffer from not less than 40 percent of relevant disability. A person who wants to avail the benefit or reservation would have to submit a Disability Certificate issued by a Competent Authority as per ANNEXURE-I.**

In respect of PWD persons, candidates with following physically disabilities will be permitted:

## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

### (i) For Hearing Impairment:

Physical Requirement	Category of the Disabled suitable for the job
(1) S- Work performed by sitting (2) B- Work performed by Bending (3) SE- Work performed by seeing (4) Work performed by Reading and writing	PD- Partially Deaf

### (ii) For Locomotor Impairment:

Physical Requirement	Category of the Disabled suitable for the job
(1) S- Work performed by sitting (2) B- Work performed by Bending (3) SE- Work performed by seeing (4) Work performed by Reading and writing	(1) BL- Both Legs affected but not arms (2) OA- One Arm affected (R or L) (a) Impaired reach (b) Weakness or grip (c) Ataxic (3) OL- One Leg affected (R or L) (4) BH- Stiff Back and hips (cannot sit or stoop)

### 1. Scale of Pay: -

The Management Trainee shall be appointed in the IDA pay scale [E-3] of Rs 24,900-50,500/- (PRE-REVISED) with annual increment @ 3% of basic pay plus IDA, HRA, Perks, Medical Benefits, etc. admissible, as per company rules.

### 2. Selection for a Particular Circle & Service liability: -

BSNL comprises a number of Territorial and Functional Circles. Management Trainee is All India Cadre and will be controlled centrally by the BSNL Corporate Office. Persons appointed to the Management Trainee post shall be liable for posting/transfer anywhere in India/at any place falling in the operational area of BSNL. Company has the right to post any selected Management Trainee to any of the Circles either for a fixed or temporary period. The decision of BSNL in this regard shall be final and binding. The service conditions, seniority etc. of selected candidates will be determined as per rules of the Company issued from time to time.

### 3. Eligibility: -

- (i) Nationality: - Only Indian Nationals would be eligible to apply.
- (ii) Educational Qualifications: - Applicant must possess the educational qualifications as given in **ANNEXURE-A**, on the last date of application.

### 4. Age: -

**Candidate shall not exceed 30 years as on 1<sup>st</sup> August of the year of examination (as on 1<sup>st</sup> August, 2019). However, the upper age limit is relaxable as per the standing instructions of Government of India for the following categories: -**

- i) Upto five (5) years for SC/ST category candidates
- ii) Upto three (3) years for OBC category candidates
- iii) Upto ten (10) years for PWD category OC candidates
- iv) Upto fifteen (15) years for PWD category SC/ST candidates
- v) Up to thirteen (13) years for PWD category OBC candidates

## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

**vi) Ex-Servicemen will get the benefit of age relaxation as per Central Government rules**

**vii) For Residents of J & K - Relaxation shall be in accordance with DOP&T's Notification No. 15012/7/1991-Estt.(D) dated 07/12/2007 pertaining to "Residents of State of Jammu & Kashmir (Relaxation of Upper Age Limit for Recruitment to Central Civil Services & Posts) Rules 1997"**

**Note:** - The date of birth entered in matriculation or Secondary School Leaving Certificate or in a Certificate recognized by an Indian University as equivalent to Matriculation or in an extract from a Register of Matriculates maintained by a University, which must be certified by the proper authority of the University or in the Higher Secondary or an equivalent examination certificate. The certificates are required to be submitted only at the time of document verification. No other document relating to age like horoscopes, affidavit, birth extracts from Municipal Corporation, Service records and the like will be accepted.

### 5. Scheme of Examination and Syllabus for Assessment Process (On-line): -

#### (a) Selection process: -

- (i) The candidates shall have to undergo an Assessment Process (On-line) comprising management aptitude, cognitive & technical knowledge sections. All candidates appearing in the "On-line Assessment Process" shall be given a score based on their performance in the "On-line Assessment Process".
- (ii) Candidates will be shortlisted from "On-line Assessment Process" Qualified Candidates' and merit list will be prepared.
- (iii) Based on number of posts and order in merit list, the candidates shall be called for Document Verification, Group Discussion and Interview.
- (iv) Number of candidates to be called for Document Verification, Group Discussion & Interview w.r.t. number of vacancies shall be in the ratio of **2 : 1**. However, BSNL reserves the right to change the number of posts of Management Trainee as well as number of candidates to be called for Group discussion/Interview.
- (v) On the basis of number of session of examinations, normalization of marks would be adopted for "On-line Assessment Process".
- (vi) The Date and Venue of Document Verification, Group Discussion and Interview will be intimated to shortlisted candidates in due course. A list of candidates for Group Discussion & Interview will also be uploaded on the BSNL website/Notice Board.
- (vii) All candidates appearing for the Group Discussion/Interview will be given a score based on their performance in the same.
- (viii) The selection shall be based on the final merit list created based on the combined score of On-line Assessment Process, Group Discussion and Interview with weightage as under:-

(a)	Assessment process (On-line)	75%
(b)	Group Discussion	12.5%
(c)	Interview	12.5%

## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

- (ix) All willing candidates are advised to ensure to fulfil all eligibility conditions before applying. In case during pre-appointment formalities or at a later stage or otherwise it is found that the information furnished by an applicant is false/misleading or an applicant does not fulfil any of the eligibility conditions, or otherwise, then candidature of such applicants would be cancelled and no correspondence in this regard would be entertained.

### (b) Scheme of On-line Assessment Process & Syllabus: -

The pattern of the question will be multiple choice objective type questions (MCQ) with negative marking. All candidates will undergo a common multiple-choice type **ON-LINE** Assessment Process of three hours consisting of the following three sections: -

Components	Marks	Duration
Section-I - Management Aptitude	150	<b>3 Hours</b> <b>10.00 A.M. to</b> <b>1.00 P.M.</b>
Section-II - Cognitive Ability	150	
Section-III - Technical knowledge	150	
<b>Total</b>	<b>450</b>	

Syllabus for each of the three sections has been detailed in **ANNEXURE-B**.

### 6. Minimum qualifying standards: -

The pattern of the question paper is multiple choice/objective type and negative marking will be adopted. For each wrong answer, 25% marks of that question shall be deducted.

**To test the minimum aptitude level in all the sections (each section taken separately), section wise minimum qualifying marks will be 40% for General candidates, 36% for OBC candidates and 33% for SC/ST candidates.** However, the merit list for Group Discussion & Interview shall be prepared based on aggregate marks obtained in all the three sections/parts in the On-line Assessment Process. *Candidates, obtaining less marks than the minimum qualifying marks in any of the Sections shall not be considered for including in the merit list.*

*(BSNL reserves the right to make any modification to minimum qualifying marks as per its requirement)*

The appearance of the name in the final merit-list of the selection process does not confer any right on the candidate for the post. **A final offer letter will be issued to the candidate after successful completion of all formalities relating to eligibility conditions.**

### 7. Probation-cum-Training and Bond: -

- (i) All Management Trainees will remain on probation-cum-training for a period of 2 years including the job training of 52 weeks.
- (ii) All candidates shall, before their appointment as Management Trainee have to successfully undergo prescribed training as per the training plan laid down and amended by the Company from time to time.

## Recruitment Branch

BSNL Corporate Office,  
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(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
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- (iii) All candidates provisionally recruited shall execute Bonds in the format specified by the BSNL indicating their willingness to serve the Corporation for a period of at least five years from the date of their appointment as Management Trainee.

### 8. Career Progression: -

- (i) Appointment as Manager (MT): On successful completion of Probation-cum- training, the officer shall be appointed as Manager (MT).
- (ii) To be promoted as Assistant General Manager (AGM) on working as Manager (MT) for two years subject to being adjudged fit for promotion.
- (iii) Further career progression for promotion to higher grades shall be regulated by BSNL MS RR 2009 with subsequent modifications.

### 9. Choice of Examination Centre: -

- (i) The Management Trainee Exam (“On-line Assessment Process”) will be held in 28 BSNL Territorial Circles, only at their respective headquarters. The details of the Head Quarters/Examination Centers, where the examination (“On-line Assessment Process”) will be conducted are given in **ANNEXURE-C**. The candidate will have to choose only one examination center of his/her choice where he/she wants to appear in the examination.
- (ii) Admit cards for the MT (External) Exam (“On-line Assessment Process”) can be downloaded from the link provided through **BSNL website (www.bsnl.co.in)** by the candidates at least 15 days before from the date of the “On-line Assessment Process” by using their user name & password. **It will not be sent either by post or by e-mail.**

### 10. Travelling Allowance: -

- (i) The candidates belonging to SC/ST categories will be entitled to TA as per provisions of Ministry of Finance (Department of Expenditure) O.M. No. 19014/3/77-E.IV (B) dated 17/02/1978, as amended from time to time.
- (ii) The unemployed SC/ST candidates called for the “On-line Assessment Process” /Interview/Group Discussion shall be entitled for reimbursement of second class (Sleeper) rail fare from their place of residence to the nearest Examination Centre, subject to production of ticket.
- (iii) The SC/ST candidates also have to produce a certificate of unemployment issued by MP/MLA or a designated Government Officer of the place where the candidate normally reside.
- (iv) The form for reimbursement of TA in respect of SC/ST candidates for attending “On-line Assessment Process”/Interview/Group Discussion is given at **ANNEXURE-II**.

### 11. On-line Application and Fee for examination: -

- (i) Candidates applying for Management Trainee (Telecom Operation) (External) posts are required to apply online for which link shall be provided and the same shall be intimated through **BSNL web site (www.bsnl.co.in)**. Applications will be considered

## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

only through the online registration process which is to start from **26-12-2018** and last date of registration is **26-01-2019**. All candidates applying for MT (External) posts are required to take print-out of the computer generated registration form for their record and to ensure the correctness of the information submitted by him/her.

- (ii) The prescribed examination fee Rs. **2200/- (Rupees Twenty Two Hundred only) for OC/OBC candidates & Rs. 1100/- (Rupees Eleven Hundred only) for SC/ST candidates** shall be paid through online mode only (i.e. Internet Banking, Credit Card, Debit Card only).
- (iii) The amount of the fee shall not be accepted in any other form. Fee, once paid shall NOT be refunded under any circumstances nor can be held in reserve for any other examination or selection.
- (iv) The applicants would be admitted to the examination on the basis of the information furnished by them in their online application form. They are, therefore, advised to ensure that they fulfill all eligibility conditions before applying. **The requisite original certificates are to be produced before the Group Discussion & Interview for checking/scrutiny.** In case it is found at a later stage that the information furnished by an applicant is false or an applicant does not fulfill any of the eligibility conditions, the candidature of such applicants would be cancelled and no correspondence in this regard would be entertained. Issuance of an admit card for the examination will NOT confer any right for appointment. Appointment will be solely provisional, subject to fulfillment of all the prescribed eligibility conditions.

### **12. CHALLENGING/CONTEST WINDOW AFTER THE ONLINE EXAM (ASSESSMENT PROCESS): -**

- i. BSNL shall display/provide the provisional question/answer key in the same portal after 03 (three) working days of conducting online Exam, for a stipulated period, wherein candidate shall be provided with a suitable format to submit their online grievances/queries on question/answer options only. BSNL shall charge Rs. 500/- (Rupees Five hundred only) per question or per answer key and shall be payable through online mode i.e. Internet Banking, Credit Card, Debit Card only.
- ii. These charges are non-refundable. However, if answer key is revised as per the grievance/challenge of the candidate, the amount of that candidate for that particular question/challenge will be refunded.

### **13. Withdrawal of candidature: -**

No request for withdrawal of candidature received from a candidate will be entertained under any circumstances. Any dispute in regard to the recruitment will be subject to the Courts/Tribunals having jurisdiction at New Delhi.

### **14. BSNL reserves the right: -**

BSNL reserves the right to modify/amend any of the terms & conditions of this recruitment at any point of time. Dispute arises, if any, in a valid domain, shall be within in the jurisdiction of Delhi only.

## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
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### 15. Disqualification: -

Violation of any of the instructions issued along with the admission certificate or at any other stage will make the candidate liable to be disqualified in the examination.

#### NOTE: -

1. Candidates in their interest are advised to refer to the **BSNL website (www.bsnl.co.in)** from time to time for any further instruction/information.

2. For any query, the applicant may contact BSNL Corporate Office, New Delhi at Telephone No. 011-23766881 or 011-23766167 during office hours.

**(R.K. TIWARI)**  
**Dy. General Manager (Rectt.),**  
**BSNL CO. New Delhi.**



## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

### **ANNEXURE-A**

### **ESSENTIAL QUALIFICATIONS FOR EXTERNAL CANDIDATES OF BSNL MANAGEMENT TRAINEE EXAM (TELECOM OPERATION)**

Bachelor of Engineering/Bachelor of Technology degree or equivalent Engineering degree in **Telecommunications, Electronics, Computer/IT & Electrical** with minimum 60% marks (55% for SC/ST candidates) and should have completed the course on a regular full time basis on the last date of application from recognized/reputed Indian Institute/University recognized under Indian Law.

**PLUS**

**MBA or M.Tech. (on a regular full time basis on the last date of application from recognized/reputed Indian Institute/University recognized under Indian Law).**

A handwritten signature in blue ink, appearing to read 'R.K. Tiwari', is written over a light blue horizontal line.

**(R.K. TIWARI)**  
**Dy. General Manager (Rectt.),**  
**BSNL CO. New Delhi.**



## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
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### ANNEXURE-B

#### Scheme of examination and syllabus for Assessment Process (On-line)

The pattern of the question paper will be multiple choice objective types with negative marking. All candidates will undergo a common multiple-choice type examination ("On-line Assessment Process") of three hours consisting of the following three sections: -

Components	Marks	Duration
Section-I - Management Aptitude	150	3 hours
Section-II - Cognitive Ability	150	
Section-III - Technical knowledge	150	
<b>Total</b>	<b>450</b>	

**Syllabus for each of the three sections has been detailed below: -**

**SECTION- I (Management Aptitude):** - This section would gauge the ability of candidates on key management subjects such as economics, finance knowledge, operations, HR science etc. The syllabus for this section is as follows: -

- (1) General Management
- (2) Management Information Systems
- (3) Managerial economics
- (4) Marketing
- (5) Accounting and Finance
- (6) Human Resources Management
- (7) Organizational Behavior
- (8) Strategic Management
- (9) Operations Management
- (10) Telecom knowledge
- (11) Current events of national and international importance

**SECTION- II (Cognitive Ability):** - This section would gauge overall cognitive ability of the candidate on following parameters as per the syllabus given below: -

- (1) Quantitative ability & data sufficiency
- (2) Reasoning (e.g. analytical, logical, critical reasoning)
- (3) Verbal ability, reading comprehension and analysis

**SECTION- III (Technical knowledge):** - The syllabus for this section is as follows: -

- (1) Materials and Components
- (2) Physical Electronics, Electronics Devices and ICs
- (3) Signals and Systems
- (4) Network theory
- (5) Electromagnetic Theory
- (6) Electronic Measurements and Instrumentation
- (7) Analog Electronic Circuits
- (8) Digital Electronic Circuits
- (9) Control Systems
- (10) Communication Systems
- (11) Microwave Engineering
- (12) Computer Engineering
- (13) Power Electronics

**Recruitment Branch**BSNL Corporate Office,  
New Delhi-110001.**भारत संचार निगम लिमिटेड**  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)**ANNEXURE-C****List of the Circle Head Quarters/Examination Centres for MT (External) Examination**  
**("On-line Assessment Process")**

<b>Sr. No</b>	<b>Name of Circles</b>	<b>Name of the Examination Centre</b>
1	Andaman & Nicobar	Port Blair
2	Andhra Pradesh	Vijayawada
3	Assam	Guwahati
4	Bihar	Patna
5	Chennai Telecom. District	Chennai
6	Chhattisgarh	Raipur
7	Gujarat	Ahmedabad
8	Haryana	Ambala
9	Himachal Pradesh	Shimla
10	Jammu & Kashmir	Jammu
11	Jharkhand	Ranchi
12	Karnataka	Bangalore
13	Kerala	Thiruvananthapuram
14	Kolkata Telecom. District	Kolkata
15	Madhya Pradesh	Bhopal
16	Maharashtra	Mumbai
17	North East - I	Shillong
18	North East - II	Dimapur
19	Northern Telecom Region [New Delhi]	New Delhi
20	Odisha	Bhubaneswar
21	Punjab	Chandigarh
22	Rajasthan	Jaipur
23	Tamilnadu	Chennai
24	Telangana	Hyderabad
25	Uttar Pradesh [East]	Lucknow
26	Uttar Pradesh [West]	Meerut
27	Uttaranchal	Dehradun
28	West Bengal	Kolkata

Note: - Depending upon the number of the candidates, exam center may be any of the above mentioned cities or any nearby city (not mentioned above).

**(R.K. TIWARI)**  
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## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

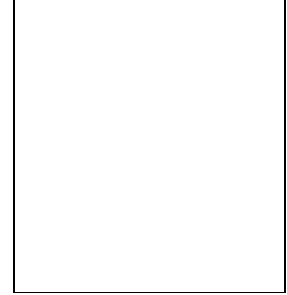
**ANNEXURE-I**

NAME & ADDRESS OF THE INSTITUTE/HOSPITAL

Certificate No. \_\_\_\_\_

Date: \_\_\_\_\_

### **DISABILITY CERTIFICATE**



This is certified that Shri / Smt. /Kum \_\_\_\_\_  
son/wife/daughter of Shri \_\_\_\_\_ age \_\_\_\_\_  
sex \_\_\_\_\_ identification mark(s) \_\_\_\_\_ is suffering from permanent  
disability of following category :

A. Locomotor or cerebral palsy: -

- (i) BL-Both legs affected but not arms
- (ii) BA-Both arms affected
  - (a) Impaired reach
  - (b) Weakness of grip
- (iii) BLA-Both legs and both arms affected
- (iv) OL-One leg affected (right or left)
  - (a) Impaired reach
  - (b) Weakness of grip
  - (c) Ataxic
- (v) OA-One arm affected
  - (a) Impaired reach
  - (b) Weakness of grip
  - (c) Ataxic
- (vi) BH-Stiff back and hips (Cannot sit or stoop)
- (vii) MW-Muscular weakness and limited physical endurance

B. Blindness or Low Vision:

- (i) B-Blind
- (ii) PB-Partially Blind

C. Hearing impairment:

- (i) D-Deaf
  - (ii) PD-Partially Deaf
- (Delete the category whichever is not applicable)

## Recruitment Branch

BSNL Corporate Office,  
New Delhi-110001.



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

2. This condition is progressive / non-progressive / likely to improve / not likely to improve. Re-assessment of this case is not recommended / is recommended after a period of \_\_\_\_\_ years \_\_\_\_\_ months.\*

3. Percentage of disability in his/her case is ..... percent.

4. Sh./Smt./Kum..... meets the following physical requirements for discharge of his/her duties :-

(i) F-can perform work by manipulating with fingers.	Yes/No
(ii) PP-can perform work by pulling and pushing.	Yes/No
(iii) L-can perform work by lifting.	Yes/No
(iv) KC-can perform work by kneeling and crouching	Yes/No
(v) B-can perform work by bending	Yes/No
(vi) S-can perform work by sitting	Yes/No
(vii) ST-can perform work by standing	Yes/No
(viii) W-can perform work by walking	Yes/No
(ix) SE-can perform work by seeing	Yes/No
(x) H-can perform work by hearing/speaking	Yes/No
(xi) RW-can perform work by reading and writing	Yes/No

(Dr \_\_\_\_\_)  
Member  
Medical Board

(Dr \_\_\_\_\_)  
Member  
Medical Board

(Dr \_\_\_\_\_)  
Chairperson  
Medical Board

Countersigned by the  
Medical Superintendent/CMO/Head of  
Hospital (with seal)

\* Strike out which is not applicable

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(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)**ANNEXURE-II**

-----TELECOM CIRCLE

**Form for reimbursement of Travelling Allowance in respect of SC/ST candidates for attending \_\_\_\_\_ . For the post of \_\_\_\_\_ held on \_\_\_\_\_ at \_\_\_\_\_ centre**

1. **Name of Applicant** :
2. **Roll Number** :
3. **Whether SC or ST** :  
(Attested photocopy of the certificate enclosed) :
4. **Residential Address** :  
(As given in Application Form) :
5. **Address from where journey has been performed** :
6. **Whether employed or not** :
7. **If employed, whether in Central/State Govt. or Central/State Govt. Corporation, Public Sector Undertaking, Private Sector etc.** :

**8. Details of Journey and Rail/Bus fare etc.** :

Date of Journey	From	To	Mode of Journey	Class of Travel Bus/Rail	Distance travelled (one side)	Ticket Number	Fare (in Rs.)

**CERTIFIED THAT**

- (i) I am unemployed and a certificate of unemployment issued by MP/MLA or a Gazetted Officer of the place where I normally reside is enclosed.
- (ii) I have not claimed / will not claim T.A. for this journey from any other source.
- (iii) I have actually travelled by the shortest route and by the class/mode for which I have preferred the claim.
- (iv) I do hereby declare that all the statements made in the application are true, complete and correct to the best of my knowledge and belief. I understand that in the event of any particular information given above found false or incorrect, necessary action as deemed fit may be taken by BSNL.

**Dated:****Signature of Applicant**

- Note:**
1. **Candidate will have to submit original ticket for inward journey.**
  2. **The payment will be made by BSNL through cheque.**

**FOR USE OF BSNL****Verified by****(Signature of Designated Officer of BSNL)****Admissible Amount Rs. \_\_\_\_\_****Signature of DDO**