


No. 24-01/2020-EW  
Government of India  
Ministry of Communications  
Department of Telecommunications  
(A&E Section)

618-A, Mahanagar Doorsanchar Bhawan  
J. L. Nehru Marg, New Delhi-110002  
Dated: 30.08.2024

**OFFICE MEMORANDUM**

**Subject: Amendments in Posts & Telegraphs Building Works (Group 'A') Service Rules, 1994 – 'reg'**

The undersigned is directed to upload draft Posts & Telegraphs Building Works Service (Gr 'A') Rules, 2024 and request for comments, if any, from all the stakeholders on draft service rules. The comments may kindly be sent to the undersigned on e-mail ID: direlect-dot@nic.in latest by 30.09.2024. The Draft Service Rules, 2024 are in supersession to the earlier draft circulated vide this office OM No. 24-1/2020-EW dated 20.08.2020.

  
30/8/2024  
(Awadhesh Kumar Singh)  
Director (Electrical)  
Ph:011-23258925

To

All concerned stakeholders

**MINISTRY OF COMMUNICATIONS**  
**(Department Of Telecommunications)**

**NOTIFICATION**

New Delhi, the -----, 2024

G.S.R..... In the exercise of powers conferred by the proviso to article 309 of the Constitution, and in suppression of the Posts & Telegraphs Building Works (Group A) Service Rules 1994 published in Gazette of India vide GSR 395 dated 15.07.1994, Posts & Telegraphs Building Works (Group A) Service (Amendment) Rules 1997 published in Gazette of India vide GSR 390 dated 22.10.1997 and Posts & Telegraphs Building Works (Group A) Service (Amendment) Rules 2014 published in Gazette of India vide GSR 184(E) dated 13.03.2014, except as respects things done or omitted to be done before such suppression, the President hereby makes the following rules to the Posts & Telegraphs Building Works (Group A) Service, namely:

**1. Short title and Commencement:**

- (i) These rules may be called the Posts & Telegraphs Building Works (Group A) Service Rules, 2024.
- (ii) 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 (UPSC);
- (2) "Controlling Authority" means Government of India in the Ministry of Communications, Department of Telecommunications;
- (3) "Departmental Promotion Committee, Departmental Screening Committee, Departmental Confirmation Committee" means a committee to consider promotion/grant of Non Functional Second Grade, grant of Non-Functional Upgradation or Confirmation respectively in any grade constituted in accordance with Schedule III to these rules.
- (4) "Duty Post" means any post in a grade, whether permanent or temporary, mentioned in Schedule I of these rules;
- (5) "Government" means the Government of India;
- (6) "Grade" means a grade of duty posts specified in column (2) of Schedule I to these rules;
- (7) "Officer" means a member of the Service;
- (8) "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 or periods:
  - (i) taken into account for the purpose of seniority in the case of those already in the grade of the Service at the time of commencement of these rules;

(ii) during which an officer would have held a duty post in that grade but for being on leave or otherwise not being available for holding such post.

(9) "Schedule" means a Schedules appended to these Rules;

(10) "Service" means the Posts & Telegraphs Building Works (Group A) Service with three sub-cadres i.e. Civil, Electrical and Architecture.

(11) The expressions "Scheduled Castes", "Scheduled Tribes", "Other Backward Classes" and "Person with Disability" shall have the same meaning as assigned to them in the Constitution of India/ Acts of Parliament;

### **3. Constitution of Services:**

(1) There shall be constituted a Service known as the "Posts & Telegraphs Building Works (Group A) Service" consisting of persons appointed to the Service under rules 6 and 7.

(2) All the duty posts included in the Service shall be classified as Group 'A' posts.

(3) The regular continuous service by the officers, as refer to in sub-rule (1) of this rule in the respective corresponding grades, rendered prior to commencement of these rules shall be counted as qualifying service for the purpose of seniority, confirmation, promotion, non-functional up-gradation, non-functional second grade and pension.

(4) The Service shall have three sub-cadres, viz: Civil Engineers, Electrical Engineers and Architects.

### **4. Grades, Authorized 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 pay matrix shall be as specified in Schedule I.

(2) On and from the commencement of these rules, the authorized permanent strength of the various Grades shall be such as may be determined by the Central Government from time to time, subject to variation dependent on workload.

(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 Service 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 posts under rule 6; and
- (b) Persons appointed to duty posts under rule 7.

(2) A person appointed under clause (a) of sub-rule (1) shall be deemed to be member of the Service in the appropriate grade applicable to him from the date of initial constitution of the service.

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

**6. Initial Constitution of Service:**

(1) The officers of the Posts & Telegraph Building Works (Group 'A') 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.

(2) The regular continuous service of officers referred to in sub-rule (1) before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension in the service.

(3) To the extent the Controlling Authority is not able to fill authorized regular strength of various grades in accordance with the provisions of this rule, the same shall be filled in accordance with the provisions of rules 7 and 8.

**7. Future maintenance of 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.

(2) Appointment in the grades specified at serial number 1 to 4 in the Part-II of Schedule II, shall be made by promotion from amongst the officer in the next lower grade possessing minimum qualifying service as specified in column (4) of Schedule II.

(3) The selection of the officers for promotion shall be made by selection except in the case of promotion to the post of Non-Functional Second Grade in Senior Time Scale(STS) (NFSG) which shall be on the basis of seniority subject to suitability on the recommendation of the committee constituted for this purpose in accordance with Schedule III.

(4) The selection in each case under sub-rule (2) shall be on the recommendation of the Departmental Promotion Committee.

**8. Non Functional Upgradation:**

Officers shall be Granted Non-functional up-gradation:

- (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 III.

**9. Seniority: -**

1. The relative seniority of members of the Service appointed to a Grade in the respective sub-cadres, at the time of initial constitution of the Service under rule 6, on commencement of these rules, shall be the relative seniority in their respective grades as determined before the date of commencement of this rule;

Provided that if the seniority of any member of the Service has not been determined before the date of commencement of these rules, the same shall be determined by the Government in accordance with the general instructions on seniority issued by the Government from time to time.

2. The seniority of persons appointed to various grades of the Service on and from the date of commencement of these rule shall be determined in accordance with the general orders or instructions on seniority issues by the Central Government from time to time.

**10. Mid-Career Training (MCT) Programme :-**

The officers of the service shall complete the MCT programme(s) satisfactorily as specified by the Central Government from time to time.

**11. Appointment to the Service:**

All appointments to the service shall be made by the Controlling Authority for all the duty posts in various grades of the Service. However, there will be no fresh recruitment into the Posts & Telegraphs Building Works (Group 'A') cadre either by Direct Recruitment or by Promotion from Group 'B' Cadre .

**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 not 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 after expiry of ten years from the date of his appointment to Service or from the date of his joining prior to 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 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 a 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. **Power to relax:** Where the Government is of the opinion that it is necessary or expedient to do so, 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.

15. **Saving:** Nothing in these rules shall affect reservation, 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.

16. **Interpretation:** If any question relating to interpretation of these rules arises, it shall be decided by the Government in consultation with the commission.

17. **Repeal:** Save as provided in Rule 9 of these rules, the Posts & Telegraphs Building Works (Group 'A') Service Rules, 1994, as amended from time to time, are hereby repealed:

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

#### **SCHEDULE-I**

**[See Rules 2(4), 2(6), 2(9), 3(4), 4(1), 4(4), 5(3), 7(1)]**

The Grade, Designation, LEVEL in the PAY MATRIX and Authorised Strength of Duty Posts in the Posts & Telegraphs Building Works (Group 'A') Service:-

S. No.	Grade	Designation	LEVEL in the PAY MATRIX	No. of posts*
(1)	(2)	(3)	(4)	(5)
(A)	Higher Administrative Grade (HAG) (common cadre post)	Senior Deputy Director General (Building Works)	Level 15 (Rs.1,82,200-2,24,100)	1**
<b>(B) CIVIL ENGINEERS</b>				
1	Senior Administrative Grade (SAG)	Chief Engineer/ Deputy Director General	Level 14 (Rs. 1,44,200-2,18,200)	3
2	Junior Administrative Grade (JAG)	Superintending Engineer/ Director	Level 13 (Rs. 1,23,100-2,15,900)	11

3	Senior Time Scale (Non-Functional Second Grade) [STS-NFSG]	Executive Engineer/ Assistant Director General	Level 12 (Rs. 78,800-2,09,200)	31 <sup>§</sup>
4.	Senior Time Scale (STS)		Level 11 (Rs. 67,700-2,08,700)	
•	Junior Time Scale (JTS)	Assistant Executive Engineer	Level 10 (Rs. 56,100-1,77,500)	5
<b>(C) ELECTRICAL ENGINEERS</b>				
•	Senior Administrative Grade (SAG)	Chief Engineer/ Deputy Director General	Level 14 (Rs. 1,44,200-2,18,200)	7
•	Junior Administrative Grade (JAG)	Superintending Engineer/ Director	Level 13 (Rs. 1,23,100-2,15,900)	28
•	Senior Time Scale (Non-Functional Second Grade) [STS-NFSG]	Executive Engineer/ Assistant Director General	Level 12 (Rs. 78,800-2,09,200)	10 <sup>§</sup>
•	Senior Time Scale (STS)		Level 11 (Rs. 67,700-2,08,700)	
•	Junior Time Scale (JTS)	Assistant Executive Engineer	Level 10 (Rs. 56,100-1,77,500)	1
<b>(D) ARCHITECTS</b>				
•	Junior Administrative Grade (JAG)	Senior Architect/ Director	Level 13 (Rs. 1,23,100-2,15,900)	2
•	Senior Time Scale (Non-Functional Second Grade) [STS-NFSG]	Architect	Level 12 (Rs. 78,800-2,09,200)	10 <sup>§</sup>
•	Senior Time Scale (STS)		Level 11 (Rs. 67,700-2,08,700)	
•	Junior Time Scale (JTS)	Deputy Architect	Level 10 (Rs. 56,100-1,77,500)	0
		<b>Total</b>		<b>105</b>

\* subject to variation depending on workload.

\*\* Common cadre post for all three sub cadre i.e. Civil Electrical & Architecture.

- i. <sup>§</sup> The number of posts in STS 'Non-Functional Second Grade' shall be limited to 30% of the senior duty posts in the respective cadre (i.e. posts in the Level 11 and above). Further, there will be no increase in the overall strength of the cadre and the number of posts to be operated in the 'non-functional' second grade (Level 12) will not exceed the number of posts available in Level 11.
- ii. The number of posts are the total of number of posts in the Department of Telecommunications and the Department of Posts.
- iii. There will be no fresh recruitment in to the Posts & Telegraph Building Works (Group 'A') cadre.

**SCHEDULE-II**  
**(See Rule 7(1) & 7(2))**

Method of appointment, field of promotion and minimum qualifying service for promotion to higher Duty Post or Grade of the Posts and Telegraphs Building Works (Group 'A') Service

S. No.	Grade	Method of Recruitment	Field of selection and minimum qualifying service for promotion
<b>PART-I Promotions common to the cadre</b>			
•	Higher Administrative Grade (HAG) (Level 15)	Promotion by Selection	Officers of the service in (from all three sub-cadres i.e. Civil, Electrical & Architecture) in Senior Administrative Grade in Level 14 in the pay matrix (Rs.1,44,200-2,18,200) with 3 years' service in the grade rendered after appointment thereto on regular basis; OR Officers with 25 years' regular service in Group 'A' posts in the service out of which at least one year's regular service should be in the Senior Administrative Grade .
<b>PART-II Promotions within the respective sub-cadres (Civil, Electrical &amp; Architecture)</b>			
1	Senior Administrative Grade (SAG) (Level 14)	By Promotion (Selection)	Officers in the Junior Administrative Grade (Level 13 as per 7 <sup>th</sup> CPC) with 3 years' regular service in the grade OR officers in the grade of Junior Administrative Grade with 17 years' regular service in Group A posts in the service out of which at least 1 year of regular service should be in the Junior Administrative Grade.
2	Junior Administrative Grade (JAG) (Level 13)	By Promotion (Selection)	Officers in the Senior Time Scale with 13 years of regular service in Group A posts in the Service out of which at least 4 years of regular service should be in the grade of Senior Time Scale including regular service, if any, rendered in the Non-functional Second Grade OR Officers in the Senior Time Scale with 9 years of regular service in the Grade including regular service, if any, rendered in the Non-functional Second Grade.
3	Senior Time Scale (Non-Functional Second Grade) [STS-NFSG] (Level 12)	By Placement	Officers in the Senior Time Scale with 5 years regular service in the Grade (Level -11 of the Pay Matrix).



•	Senior Time Scale (STS) (Level 11)	<u>By Promotion</u> ['Non-Selection' for Junior Time Scale]	(i) No direct recruitment is to be done from outside the department. fifty percent quota is not to be used. (ii) Officers of the service in Junior Time Scale in level 10 in the pay matrix (Rs. 56,100-1,75,100) with 4 years in the Grade rendered after appointment thereto on regular basis, provided that the officers shall have passed the departmental test specified by the controlling authority from time to time.
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### SCHEDULE III

**[See Rule 2(3), 7(4),8 and SCHEDULE I]**

Composition of Departmental Promotion Committee, Departmental Confirmation Committee and Screening Committee for considering cases of promotion, confirmation, placement to Senior Time Scale (Non-Functional Second Grade) and grant of Non-Functional Upgradation for various posts in the Posts & Telegraphs Building Works (Group 'A') Service

S. No.	Grade/Post	Composition of the Departmental Promotion Committee	Composition of the Departmental Confirmation Committee	Composition of the Screening Committee for grant of Non-functional Upgradation
1.	Higher Administrative Grade (HAG)/ Senior Deputy Director General (Level 15)	1. Chairman or Member, Union Public Service Commission – Chairman; 2. Chairman, Digital Communications Commission - Member; 3. Member, Digital communications commission or Director General (Telecom), - Member;	Not Applicable	1. Chairman, Digital Communications Commission- Chairman ; 2. Member, Digital Communications Commission or Director General (Telecom) - Member; 3. Advisor, Department of Telecommunications- Member;
2.	Senior Administrative Grade (SAG)/ Chief Engineer/ Deputy Director General	1. Chairman or Member Union Public Service commission - Chairman; 2. Chairman, Digital Communications Commission or Director General (Telecom) - Member; 3. Member, Digital Communications Commission - Member;	Not Applicable	1. Chairman, Digital Communications Commission - Chairman ; 2. Member, Digital Communications Commission or Director General (Telecom) - Member;

	(Level 14)			3. Sr. DDG (BW), Department of Telecommunications - M ember;
3.	Junior Administrative Grade (JAG)/ Superintending Engineer/ Senior Architect/ Director (Level 13)	1. Chairman or Member, Union Public Service Commission - Chairman; 2. Member, Digital Communications Commission or Director General (Telecom) - Member; 3. Sr. DDG (BW), Department of Telecommunications - Member;	Not Applicable	1. Chairman, Digital Communications Commission - Chairman ; 2. Member, Digital Communications Commission or Director General (Telecom) - Member; 3. Sr. DDG (BW), Department of Telecommunications - M ember;
4.	Senior Time Scale (Non-Functional Second Grade) [STS-NFSG]/ Executive Engineer/ Architect/ Assistant Director General (Level 12)	1. Member, Digital Communications Commission or Director General (Telecom) - Chairman; 2. Sr. DDG (BW), Department of Telecommunications - Member; 3. Deputy Director General, DoT/ Chief Engineer, DOP - Member;	Not Applicable	1. Chairman, Digital Communications Commission - Chairman ; 2. Member, Digital Communications Commission or Director General (Telecom) - Member; 3. Sr. DDG (BW), Department of Telecommunications - M ember;
5.	Senior Time Scale / Executive Engineer/ Architect/ Assistant Director General (Level 11)	1. Member, Digital Communications Commission or Director General (Telecom) - Chairman; 2. Sr. DDG (BW), Department of Telecommunications - Member; 3. Deputy Director General, DoT/ Chief Engineer, DOP - Member;	Not Applicable	1. Chairman, Digital Communications Commission - Chairman ; 2. Member, Digital Communications Commission or Director General (Telecom) - Member; 3. Sr. DDG (BW), Department of

				Telecommunications - M ember;
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**[No. 24-1/2020-EW]**  
**Awadhesh Kumar Singh, Director (Electrical)**

Footnote. -The Principal rules viz. the Posts and Telegraphs Building Works (Group 'A') Service Rules, 1994 were published in the Gazette of India vide notification number G.S.R. 395 dated the July 15, 1994 and were subsequently amended vide notification number G.S.R. 390 dated the October 22, 1997 and G.S.R. 184 (E) dated March 13, 2014.