

1.1 CHAPTER-V: THE RULES, REGULATIONS, INSTRUCTIONS, MANUALS AND RECORDS HELD BY THE COMPANY OR UNDER ITS CONTROL OR USED BY ITS EMPLOYEES FOR DISCHARGE OF FUNCTIONS

The overall objectives and framework of rules and regulations of the Company is laid down in the Memorandum and Articles of Association of the Company. Each Department of the Company, while discharging its functions, is guided by manuals, policy and guidelines, which are periodically reviewed and updated.

Most of Group A officers of various organized central services are on deemed deputation with the Company, who are governed by the rules and regulations of the Central Government. So far the absorbed employees are concerned, at present, except for the rules made by the BSNL, broadly, they are governed by the rules and regulations of the Central Government.

MTNL Employees are governed by Conduct, Discipline and Appeal rules as given in attached file (i.e Click cdarules.pdf for detail). Given as: