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

No. 6-1/2007-Restg.

Dated 13th August, 2008

To

All Chief General Managers Telecom Circles/Chennai & Kolkata Telecom Districts/Telecom Projects/Maintenance Regions/Task Force/Telecom Stores Kolkata/NCES/Data Network/Training Centres/Telecom Factories/QA Circle/T & D Circle/IT Project Pune/REP Nagpur

Sub : - Modifications in BSNL's Employee Transfer Policy issued vide letter No. 6-1/2007-Restg. dated 7th May, 2008

Please refer to this office letter No. 6-1/2007-Restg. dated 7th May, 2008 regarding BSNL's Employee Transfer Policy.

With the approval of Competent Authority, certain modifications have been made in Clauses 6 (a), 10, 11 (a), 11 (e) and 13 (iv). The modified clauses as enclosed would supersede the corresponding clauses contained in the Transfer Policy issued vide this office letter of even No. dated 07.05.2008.

The changes may kindly be noted for information and guidance.

(Madhu Arora)
DDG (Restructuring)

Encl. as above

Copy to : -

1. PS to CMD, BSNL.
2. All Functional Directors of BSNL Board and the CS and GM (Legal).
3. All Sr. DDGs/DDGs of Corporate Office.
4. CVO BSNL.
5. DDG (SR) and DDG (Estt.), DoT.
6. General Secretary, BSNLEU.
7. General Secretary, AIBSNLEA/General Secretary, SNEA (I).

ANNEXURE

Modified Clauses of BSNL Employee Transfer Policy
(These clauses would supersede the corresponding clauses in the Transfer Policy
issued vide Letter No. 6-1/2007-Restg. dated 7th May, 2008

6. General Principles :

- (a) Transfers involving Station, SSA, Circle, urban or rural posting change shall be undertaken for meeting the shortages and service demands for difficult/unpopular area postings, requests from employees posted on tenure/hard tenure stations and others.

10. Transferring Authority:

The responsibility and Competent authority for transfer of employees for all levels below BSNL Board shall be as per the table shown below, unless otherwise specified in any specific context : -

S. No.	Level	Transfers within the circle/SSA	Inter circle and transfers to/within corporate office
1	HAG or equivalent	CMD	CMD
2	SAG or equivalent	Director(HRD)/Director(finance)	CMD
3	JAG or equivalent	Circle Head / SSA Head within their jurisdiction	Director HRD/ Director (Finance)
4	JTS, STS or equivalent	Circle Head / SSA Head within their jurisdiction.	Director HRD / Director (Finance).
5	Group B or equivalent	Circle Head / SSA Head within their jurisdiction or their delegated authority	DDG(Pers)/Sr.DDG(Estt.)/ Sr.DDG(Finance Personnel)
6	Group C & D/Non-executive employees	Circle Head / SSA Head within their jurisdiction or their delegated authority	Jt.DDG(Pers.)/(Establishment)/ Jt. DDG (SEA)

11. ADDITIONAL GUIDELINES SPECIFIC TO TRANSFER OF EXECUTIVE EMPLOYEES WITH ALL INDIA TRANSFER LIABILITY:

(a) Transfer tenure:

Annual pool of qualifying employees eligible for transfer shall be drawn on the basis of following tenure : -

Sl.No.	Executive Level	Post tenure	Station/SSA tenure	Circle tenure
1.	SAG or equivalent	4	6	6
2.	JAG or equivalent	4	8	8
3.	STS or equivalent	4	10	15
4.	TES Gr.B/JTS or equivalent	4	10	18

Notwithstanding above, the Management reserves the right to transfer an Executive prior to the above specified tenure or to retain him/her beyond the specified tenure depending on the administrative requirement and in the interest of the service.

- (e) In the career span of all executives, normally one hard tenure such as North East, Assam, J&K, A&N Islands and one term in other tenure circles/SSAs, if any, would be required. After completion of tenure, the executives shall be accommodated at the Circle of their choice as far as possible and not generally disturbed for the next three years. The stay in tenure/hard tenure Circle/SSA would be counted only if the executive has worked for the tenure period in the circle after the same was declared tenure Circle/SSA. Tenure will be counted for the period served at the station after the date of joining. Extra leaves taken over and above due for the tenure period of tenure station shall be deducted from the stay at that station.
- 13 (iv) Circles will evolve the policy for rotation of staff so that rural areas are adequately staffed. For transfer to unpopular stations identified as tenure station within a Circle/SSA, tenure period shall be two years. Competent authority for notifying unpopular stations for the purpose of tenure shall be the concerned Head of Circle. For effecting transfers to such tenure stations, system of calling volunteers would be adopted & in the event of not getting adequate volunteers, employees of the cadre having longest stay at the station shall be transferred. Such transferred employees shall be eligible for choice posting on completion of the tenure, if necessary, by transferring out other employees with longest stay at that station. Posting of unwilling female employees to such tenure stations would be avoided. Persons posted at tenure stations may be allowed to continue even beyond two years tenure if they so volunteer. However, they would be subjected to the prevailing tenure limits.