



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

**CENTRAL HEAD QUARTERS
73, Laxmibainagar, New Delhi-110023**

**General Secretary
V.P. ARYA
Mobile : 9868210478**

No. AIBSNLOA/CHQ/2008/07

Dated 07.03.2008

Shri Kuldeep Goyal,
Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhawan,
New Delhi 110 001.

Sub: BSNL Employees Transfer Policy - Views of the Association.

Ref: BSNL No. 3-1/2002-Restg.(Pt.II) dated 11.12.2006

Sir,

We are to draw your kind attention on the above and to say that our Association finds most of the provisions made in the BSNL employees Transfer Policy logical, but some modifications in the policy guidelines are essential to make the same acceptable and more humane. We would, therefore, request you to kindly consider the following suggestions from our side to bring changes in the Transfer Policy circulated vide above:-

- 1. Request transfer: As per para 7(b), an employee should serve minimum two year at particular location before asking for a request transfer.*

The above condition should not be applicable for Executives of Circle Service or all India service cadres serving two years or more in different locations in the Circle and such Executives shall be eligible to request for transfer to a third location within the Circle or any outside circle as the case may be.

(2) Transfer tenures: Provision made at Sl. No 4 of the Table in Para 9(a) needs to be deleted, since BSNL has not adopted "JTS or equivalent cadres" concept in its Promotion Policy. Further Circle tenure for TES Group B level or equivalent and STS or equivalent may be raised to 20 years each in place of proposed 15 years each. Further, the provision made below the Table in para 9(a) for linking performance and BBS to tenure transfer should be deleted.

(3) Provision in para 9(f) is unnecessary, since para 9(e) already provides for ensuring one term of hard tenure posting and one term of soft tenure posting in all Executives' career span. The provisions in para 9(f) indicates, as if the Group B level Executives alone are being targeted for such harsh treatment and this para i.e 9(f) should be deleted.

(4) However, in order to encourage the Executives of all India transfer liability to take transfer to hard tenure Circles, they may be granted one additional increment in

their pay. Further, the other financial benefits now available to the all India transfer liability employees posted in North Eastern States should be extended in case of posting in other hard tenure Circles/Areas.

(5) Para 9(i) provides that transfer of executives of 58 years or more would generally be avoided except for request transfer cases. This age limit should be 55 years for all India transfer cases. There may not be any upper age limit for request transfer.

(6) Para 10 (c) provides that the Circle level Executives' Service in previous Circle shall not be counted for the purpose of computing qualifying service for any perks/incentives/compensation linked with service and career progression, either time bound or post based. This provision should be deleted.

(7) There has to be a provision that the Executives willing to continue to serve in the tenure Circles shall not be transferred.

We shall be extremely grateful if our above suggestions are duly considered and accepted and the policy is implemented uniformly for all streams.

With kind regards,

Yours sincerely,

(V.P. Arya)

General Secretary

Copy to:

1. Shri Gopal Das,
Director (HRD),
BSNL Board, New Delhi.
2. Shri S D Saxena,
Director (Finance),
BSNL Board, New Delhi.
3. Ms Madhu Arora
DOG (Restg),
BSNL, New Delhi.
4. Shri A K Purwar,
DOG (Pers),
BSNL, New Delhi.
5. Shri Shakeel Ahmad,
DOG (SR),
BSNL, New Delhi.