

कार्मिक शाखा/Personnel Branch
बीएसएनएल निगम कार्या./BSNL Corporate Office
चौथा तल, भारत संचार भवन
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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt..Of India Enterprise)

No. BSNLCO-PERS/15(11)/6/2020-PERS1

Dated 10.03.2023

To
All Heads of Telecom Circles/
Administrative units, BSNL.

Subject: Review of Tenure Areas – inputs from Heads of Telecom Circles thereof.

From time to time, BSNL Corporate Office has been receiving requests from certain Telecom Circles as well as Executive Associations / individual employees seeking categorization of certain areas as Tenure Area to attract posting of BSNL employees in such difficult and unpopular places. BSNL has declared certain areas as Tenure Areas with specified duration in various Circles with an objective to overcome the reluctance on the part of employees to be posted in such areas.

2. The matter has been considered and it has been decided that before consideration of the requests for adding more Tenure areas, detailed comments/inputs in the matter may be sought from all the Heads of Telecom Circles on continuation of existing Tenure areas as well as the new areas proposed to be declared as Tenure areas. While giving their comments, Circle Heads may consider the parameters attached for declaration of the area as Tenure areas i.e. staff surplus Circles, Staff deficit Circles, remoteness, backwardness, road connectivity, accessibility issues and other basic amenities. It may also be kept in mind that over a period of time number of areas have already witnessed progress and development in terms of said parameters except few remote areas. There is no point to continue any area under the category of Tenure area which does not conform to the desired parameters, in the interest of service. It may also be taken into consideration that declaring more and more areas as Tenure Areas may have opposite effects in terms of man power management and achievement of designated goals and objectives.

3. In view of above, all the Heads of Telecom Circles are requested to furnish their comments on continuation of existing Tenure areas as well as the new areas proposed to be declared as Tenure areas with proper justification on email id at agmperspolicybsnlco@gmail.com or through e-office by 17.03.2023 positively.

This issues with the approval of competent authority.


[Mool Chand]

Asstt. General Manager (Pers. Policy)

Copy for kind information to:

1. PPS to CMD, BSNL
2. PPS to Director (HR), BSNL Board