



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**

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Rajpal Sharma
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Abhishek Jain
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Subhrendhu Bhattacharjee
Mob:- 9435599357

No:- AIBSNLEA CHQ/Dir HR/Hard Tenure/2025-28/112

Dated:- 7/01/2026

To,

Dr. Kalyan Sagar Nippani ji,
Dir (HR) BSNL Board, Bharat Sanchar Bhawan,
Harish Chand Mathur Lane,
Janpath, New Delhi-110001

Subject:- Request for consideration of the transfer requests of hard tenure station executives and issuance of their transfer orders immediately on completion of their tenure period.

Ref. no:- 1. BSNLCO-PERS/15(11)/6/2020-PERS-I
2. 1-1/2016-Pers-II

Dated:-19.09.2023

Dated:- 27.07.2016

Respected Sir,

With reference to the subject cited above, we respectfully submit the following points for your kind consideration regarding the transfer requests of executives posted in Hard Tenure Areas who have already completed or are nearing completion of their prescribed tenure period as per the existing transfer policy.

As per the communication issued vide Reference-1, BSNL has identified certain locations as Hard Tenure Areas with specified tenure periods, owing to extremely difficult geographical, climatic, and environmental conditions. These areas suffer from poor connectivity and other serious constraints, making the service conditions exceptionally challenging for the executives posted therein. In this context, it is observed that the tenure prescribed under Reference-1 appears comparatively longer than the hard tenure norms generally followed by the Central Government.

It is further observed that transfer orders have been issued for executives who completed their tenure up to 30.06.2025. However, transfer orders for executives who completed or are completing their tenure from July 2025 onwards have not yet been issued. While transfer orders are generally processed on an annual basis, suitable relaxation may kindly be extended in the case of Hard Tenure Areas, allowing transfers to be effected immediately upon completion of the prescribed tenure. Continued posting

beyond the stipulated period not only deviates from the transfer policy but may also adversely impact the physical and mental well-being of the executives concerned.

It may also be recalled that, in the past, an unfortunate incident occurred wherein an executive did not receive transfer orders even after completion of the tenure period. Consequently, the Corporate Office issued specific guidelines vide Reference-2, emphasizing that transfer orders for Hard Tenure Areas should be issued well in advance of tenure completion to avoid any untoward situation.

In view of the above facts, it is earnestly requested that the transfer requests of all executives who have already completed or are due to complete their tenure in Hard Tenure Areas up to December 2025 may kindly be considered on top priority, and their transfer orders issued immediately as per their requests. This will help mitigate undue physical and mental stress and enable the executives to discharge their duties more effectively in the best interest of the Company.

Thanking you.

Yours sincerely,



Abhishek Jain
GS, AIBSNLEA

Copy to:-

1. Shri A Robert J Ravi Ji, CMD BSNL for kind information and request to consider all such long pending requests pl.
2. Shri Rajeev Kumar Kaushik Ji, PGM(Pers.) for kind consideration of all the requests of hard tenure areas executives and immediate issuance of orders pl.

**BHARAT SANCHAR NIGAM LIMITED**

[A Government of India Enterprise]

CORPORATE OFFICE

PERSONNEL -II SECTION

Bharat Sanchar Bhawan, 4th Floor, Janpath, New Delhi - 110 001.

1-1/2016-Pers.II

Dated:-27.07.2016

To

The CGM,

NE-II, NE-I, J&K, AS, A&N

Subject:- Releasing of executives from hard tenure circles/stations on completion of tenure.


Transfer & posting are issued based on the requirement in a circle vis-a-vis the vacancy/ shortage in different grades and other administrative requirements. BSNL CO has issued many transfer orders which have not been implemented in the field and officers are not relieved from their present place of posting.

It is informed with profound sadness that an unfortunate incident occurred in Dimapur (NE-II circle) with Shri. Maheswar Dash (199000677), who reportedly committed suicide on 26.07.2016, on the backdrop of being under depression. The executive was near to complete his tenure and awaiting his transfer and posting. He was to complete his tenure period on 02-08-2016 and transfer orders were issued on 26-07-2016. However owing to sensitivity of such cases proactive steps are being initiated in Corporate Office to issue all such transfer/posting orders well in advance, allowing adequate prior information. Accordingly it is again requested that the transfer request by the executives who are near to complete tenure period should be sent to Corporate Office before atleast two months of date of tenure completion to avoid delay in issuing transfer orders.

Further, considering the sensitivity & criticality of issue, it is requested that all the executives who have completed their tenures in hard circles/stations and whose transfer orders have been issued by the Corporate Office may be released in time, without waiting for the substitutes.

It is hereby further instructed that in all cases of transfer orders wherein executives are posted as substitutes to those who are completing their tenures in hard circles/stations, the transferred officers are to be released within 10 days of the issue of transfer orders by Corporate Office, without any exception. No further request for extension/cancellation/modification, etc. will be entertained in this regard.

Orders already issued shall also be immediately complied with in accordance with the instructions cited above.


(SUJATA TAPAN RAY)

Director (HR)

Copy to :-

1. PPS to CMD, BSNL/PS to all Board Directors, BSNL
2. All CGMs, Territorial & Non-territorial Circles.
3. The GM(Pers.)/GM(Estt.)/GM(FP)/PGM(BW)/PGM(Elect.)/PGM(Arch.), BSNL CO, New Delhi