



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

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DATED: 31.12.2013

To

Shri R.K. Upadhyay,
CMD, BSNL
NEW DELHI-110001

Sub: Revised guidelines of BSNL Employees Transfer Policy circulated vide 412-10/2009-Pers-I dated 09.05.2012 – Suggestions regarding

Respected Sir,

BSNL Corporate Office had issued revised guidelines of BSNL Employees Transfer Policy and circulated vide letter number 412-10/2009-Pers-I dated 09.05.2012. Though, after issuance of this transfer policy, the HR management has become very transparent and scientific in nature however, the Para II(d) in this transfer policy seems to be reviewed.

There is a condition in Para II(d) which enumerates that **“the Executive being posted in Soft Tenure from within the Circle may not be allowed to revert to the same SSA from where they were transferred, at least for one post tenure”**. This condition stipulates that no one can return in the origin SSA before 6 years while in case of non-soft tenure SSAs and even out of circle transfers he/she may return to origin SSA after completion of 2 years.

It is experienced that this is discouraging the executives to serve at Soft Tenure Areas within the circle. And therefore only, one is preferring transfer to neighboring circles instead of going to the Soft Tenure SSAs of the Circle.

This is defeating the very purpose of manning Soft Tenure SSAs of the circles. To overcome this problem, it is suggested that the above said condition of Para II(d) may kindly be removed from the Revised Guidelines of BSNL Employees Transfer Policy

Thanking you Sir,

Yours Sincerely
-sd-
(Prahlad Rai)
General Secretary

Copy to:

1. The Director (HR), BSNL, New Delhi.
2. The GM (Pers), BSNL Corporate Office, New Delhi