



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2023 - 24 / 23

Dated 05.07.2023

To,

Shri Arvind Vadnerakr Ji
Director (HR)
BSNL Board
New Delhi

Sub: Amendments in transfer and posting policy and retention of staff quarters on transfer – Regarding.

R/Sir,

This is with reference to the discussion we had with your good self on 2/7/23 wherein your kind attention was drawn about some changes to be incorporated in the transfer and posting policy looking to the prevailing circumstances. We strongly feel that longest stay transfers of the executives have resulted into discomfort and a sense of dissatisfaction in the minds of executives. Though, we strongly feel that policy should be implemented in a transparent and fair manner but the difficulties associated with transfers at the far end of the careers of the executives should also be taken care of while executing transfers. It becomes furthermore necessary, considering the fact that Long Stay Transfers have been issued after a long period of time and most of the executives who would have willingly opted for such transfers are finding it difficult to relocate.

Considering the above facts in mind, we hereby submit the following for your kind consideration to ensure that executives comes willingly to opt for the transfers:

1. In a circle the executive is normally transferred within SSA from urban to rural area and from one SSA to other SSA on need basis. Again the same executive is being transferred outside the circle on the basis of longest stay transfer as the stay in transfer from Rural to Urban area and transfer from one SSA to other SSA is not considered. In the recently issued longest stay transfer orders some of the executives have been transferred from urban area to rural area within SSA and from one SSA to other SSA in the Circle leading to multiple transfers. Some of the districts itself are very large in geographical area and similarly circles like MH, KTK, RJ, GJ etc are also sufficiently large for executives to move from one place to other. Keeping in view of the within SSA/Circle transfers, **it is suggested that the period of stay spent in the above mentioned transfers may be deducted while carrying out longest stay transfer on All India basis.**

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2. As per the transfer and posting policy, the tenure for inter Circle transfer is three years. We suggest that after completion of three years in a particular station the executive must be immediately transferred and relieved from Circle to the new choice of place **in the interest of service.**

3. **There should be a cooling period of at least three years duration between intra-circle and inter-circle transfers to avoid multiple transfer of the individual.** As per BSNL transfer and posting policy clause 11(a), Minimum period of three years should be maintained as far as possible to avoid hardship to the employees.

4. **Retention of Staff Quarter at a place of existing location (prior to transfer) may please be allowed consequent to change of place of posting due to transfer/promotion.**

We sincerely hope that if these above mentioned suggestions are implemented in the true spirit then the executives may find some respite and relief who are already under huge stress after issuance of longest stay transfers. Further, executives will exercise their consent voluntarily also.

With regards,

Sd/-

**Ravi Shil Verma
General Secretary, AIGETOA**

Copy to:

- 1. Shri P K Purwar Ji, CMD BSNL for kind information please.**
- 2. Smt Anita Johri, PGM (SR & Restg) for kind information please.**
- 3. Shri S N Gupta, PGM Pers for information and n/a please.**