



(A Govt. Of India Enterprise)  
(Pers.I Section)

4<sup>th</sup> floor, Bharat Sanchar Bhawan, New Delhi

No. 400-36//2011-Pers.Policy

dated: 3rd-Aug-2016

All Heads of Telecom Circles/  
Metro Districts/Maintenance Regions/  
Projects/Stores/BRBRAITT/ALTTC.  
All other Administrative Units,  
Bharat Sanchar Nigam Limited

**Subject: Review of existing soft tenure areas/stations & assessment of new soft tenure area- feedback from Circles thereof.**

The undersigned is directed to refer to the subject mentioned above and to say that BSNL Corporate office has been receiving continuous requests from Circles, and at times from associations for declaration of certain areas as soft tenure primarily for nudging the executives for accepting posting in those areas. Soft tenure areas have defined tenure of 3 years and also carry certain future benefit in terms of Circle tenure as well as stability in posting.

Over a period of a time, the management has declared a number of soft tenure areas/stations/SSAs in various Circles. These Circles are UKD/OR/HP/RAJ/CHTD/ GUJ/AP/WB/PB/MP/MH/BH/JKD. In spite of this, requests for adding new stations under 'Soft Tenure' continue to be received in Corporate Office.

In view of this, it has been decided to review the existing dispensation of soft tenure areas in all Circles before considering any new area. Feedback, in this regard, is required from the Circle heads, keeping in view the following considerations:-

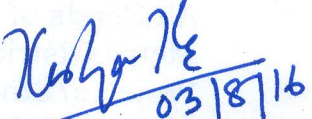
- (i) Soft tenure areas are notified mainly due to remoteness, backwardness, law and order problem, difficult accessibility, lack of development etc., as also the need to provide for telecom services for the overall help in development of those areas.
- (ii) It is undeniable that with sustained development over the years, almost all the district Hqrs. in the country are well connected by roads, electricity as well as trade facilities which actually signify the development of those areas. Field offices of BSNL are mostly located in and around the district HQs, barring a few remote/district areas.
- (iii) The categorization of soft tenure is primarily to induce executives to join the remote/disturbed areas where the Govt. of India aims for development through spread of Telecommunications Services.
- (iv) Soft tenure areas, by virtue of fixed tenure and other associated benefits, create a mismatch with regard to transfer- posting in other areas due to deference in tenure periods. Therefore, the number of soft tenure areas is required to be kept to minimum from the management perspective.

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- (v) Excess of soft tenure areas will make the exercise counterproductive creating multiplicity of choices thereby affecting targeted posting to a particular area adversely.

While giving their feedback on soft tenure, existing or proposed, the Heads of Circle may keep the above points in mind. A format (A&B) for giving the feedback is enclosed. The required feedback may be furnished to this office by 22<sup>nd</sup> August, 2016 positively.

  
03/8/16  
(Keshav Kumar)

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Format 'A'

**Review or Existing soft tenure in .....Circle**

| Sl. No. | Declared Soft tenure Area/ SSA/Station | When declared (order no. & date) | Reason for continuation or otherwise | Remarks if any |
|---------|--|----------------------------------|--------------------------------------|----------------|
|         |  |                                  |                                      |                |
|         |  |                                  |                                      |                |
|         |  |                                  |                                      |                |
|         |  |                                  |                                      |                |

*Note:- Reasons may be numbered, ex.(i),(ii).....*

Format 'B'

**Proposal for any new soft tenure in .....Circle**

| Sl. No. | Proposed soft tenure area /SSA/Station | Whether located in district Hqrs. | Reason for proposing as soft tenure. | Remarks if any |
|---------|--|-----------------------------------|--------------------------------------|----------------|
|         |  |                                   |                                      |                |
|         |  |                                   |                                      |                |
|         |  |                                   |                                      |                |
|         |  |                                   |                                      |                |

*Note:- Reasons may be numbered, ex.(i),(ii).....*

