

BHARAT SANCHAR NIGAM LIMITED  
( A Government of India Enterprises)  
Personal III Section  
5<sup>th</sup> Floor, Bharat Sanchar Bhawan  
Janpath, NEW DELHI-110001.

No: 250-7/2007-Pers.III(Part)

Dated: 07-03-2011

To

All the CGMs  
Telecom Circles/Telephone Districts & Other  
Administrative Units of Telecom. Circle  
Bharat Sanchar Nigam Limited.

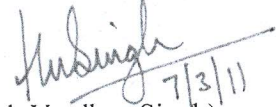
Sub: BSNL's Employee Transfer Policy...regarding.

Ref : F.No 6-1/2007-Restg. Dated 07-05-2008  
F.No.6-1/2007-Restg. Dated 13-08-2008  
F.No. 250-7/2007-Pers.III Dated 18-08-2008  
F.No.250-7-/2007-Per.III Dated 04-05-2009  
F.No.250-7/2007-Pers.III dated 18-03-2010

I am directed to refer the BSNL's Employee Transfer Policy circulated by this office and further references on this subject as given above.

It has been observed with concern that instructions contained in the transfer policies under reference are not being adhered to in its logical view. A case has come to the notice of this office wherein an official of Circle Cadre has been found staying in the same SSA for more than 20 years. It has also been reported that avoidable rotational/mass transfers are carried out without taking into account the financial implications involved therein. Such practice is not in consonance with the instructions stipulated in BSNL transfer policy referred above.

Accordingly I have been directed to convey that it may kindly be ensured that rotational/mass transfers are articulated in a transparent manner preferably during the period specified in transfer policy. It is also desirable that request transfers and interest of service transfers may be considered as per eligibility/service requirement. Hence, keeping in mind the present financial constraints of Company and that mass transfers involves huge financial implications, the cases may be done only where the financial implications are Nil, or transfers are done in the interest of the Company, or tenure transfer cases or where the staff is in rural station for long.



(Harsh Vardhan Singh)

Addl. General Manager (Estt)

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- Copy to:- 1. AGM (VA), O/o CVO BSNL with reference to their letter No 29-3/2010-VA dated 06/01/2011.  
2. Internet.